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FORMS OF EMPLOYMENT

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 20 APR 2012

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INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

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I N Q U I R I E S

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NOTES

ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry, occupation, and demographic characteristics.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2011 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked about employment arrangements in the main job of all employed people, except those who were contributing family workers in their main job.

CHANGES IN THIS ISSUE

Information was also collected from persons who found their current job through a labour hire firm/employment agency. See paragraph 25 of the Explanatory Notes for more information.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

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ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ERP	estimated resident population
FOES	Forms of Employment Survey
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

Brian Pink
Australian Statistician

CONCEPTUAL FRAMEWORK

INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and changes in the extent of part-time and casual employment.

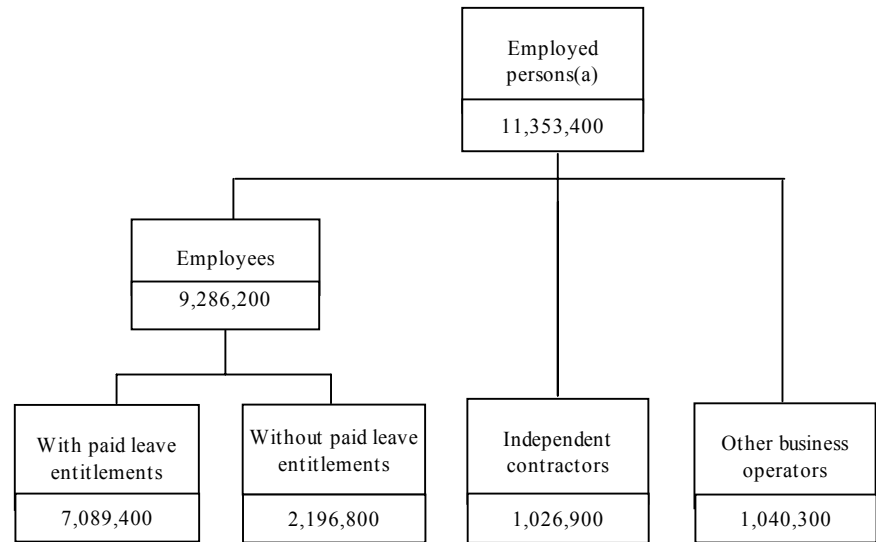
The Forms of Employment Survey (FOES) provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different forms of employment.

THE FORM OF EMPLOYMENT FRAMEWORK

This conceptual framework classifies jobholders to a 'Form of employment' on the basis of their main job, that is, the job in which the most hours are usually worked. These category groups are:

- Employees;
- Independent contractors; and
- Other business operators.

Employees are then further classified according to whether they had paid leave entitlements, that is, whether they had paid sick and/or paid holiday leave.



(a) Excludes persons who were contributing family workers in their main job.

Employees in this survey are defined as people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed. This definition of employees is different from that used in the monthly Labour Force Survey (see Glossary).

Independent contractors are defined as people who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they

CONCEPTUAL FRAMEWORK *continued*

THE FORM OF
EMPLOYMENT
FRAMEWORK *continued*

may have a direct relationship with a client or work through an intermediary.

Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.

Other business operators are defined as people who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.

SUMMARY OF FINDINGS

OVERVIEW

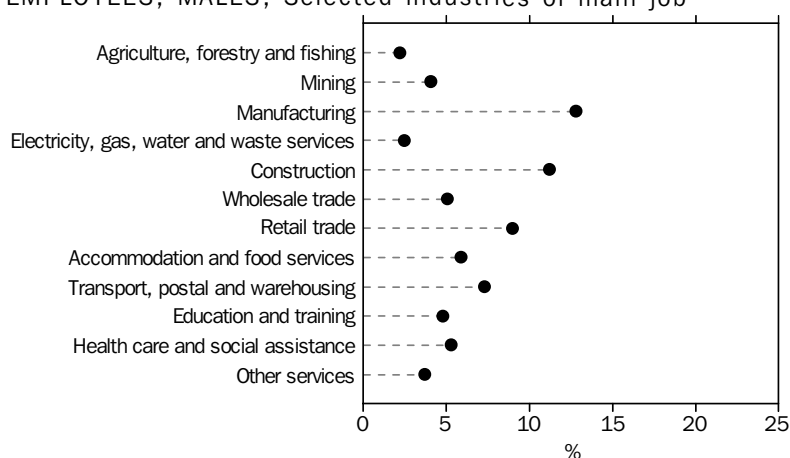
In November 2011, there were approximately 11.4 million employed persons aged 15 years and over. Of these, 7.1 million (62%) were employees with paid leave entitlements, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed persons:

- 2.2 million were employees without paid leave entitlements;
- 1.0 million were independent contractors; and
- 1.0 million were other business operators.

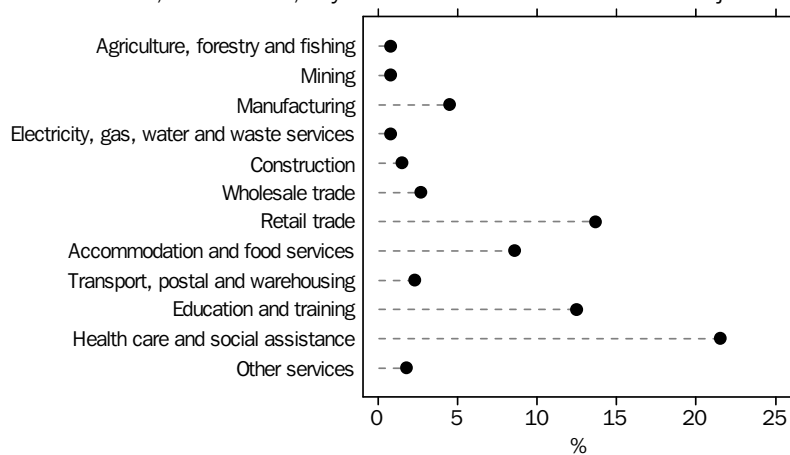
EMPLOYEES

Of the 9.3 million persons who were employees, 4.8 million were males and 4.5 million were females.

EMPLOYEES, MALES, Selected industries of main job



EMPLOYEES, FEMALES, By selected industries of main job



For males, the industry Division with the most employees was Manufacturing (13%) followed by Construction (11%). However for females, the industry Division with the most employees was Health care and social assistance (22%), followed by Retail trade (14%), and Education and training (13%).

For both males and females, the occupation group with the highest proportion of employees with paid leave entitlements was Managers (95% and 91% respectively). This was followed by Professionals for both males and females (91% and 89% respectively). The occupation group with the lowest proportion of males with paid leave entitlements

SUMMARY OF FINDINGS *continued*

EMPLOYEES *continued*

was Labourers (56%). By comparison, the occupation group with the lowest proportion of females with paid leave entitlements was Sales workers (46%).

An estimated 6.4 million (69%) employees were full-time workers in their main job. Most employees who were full-time workers in their main job had paid leave entitlements (89%). By comparison, of the 2.8 million part-time workers, less than half (46%) had paid leave entitlements.

Other characteristics of employees in November 2011 include:

- 24% had been with their current employer for less than 1 year, while 21% had been with their current employer for 10 years or more;
- 19% were aged 15–24 years, and 14% were aged 55 years and over;
- 40% had some say in their start and finish times;
- 69% worked weekdays only in their job/s¹, while a further 30% worked both weekdays and weekends; and
- Only 4% worked on a fixed-term contract, of whom 48% were Professionals.

Of the 7.1 million persons who were employees with paid leave entitlements, 54% were males. The industry Division with the highest proportion of males with paid leave entitlements was Financial and insurance services (93%) and for females it was Public administration and safety (92%). The industry Division with the lowest proportion of males and females with paid leave entitlements was Accommodation and food services (41% and 32% respectively).

Of the 2.2 million persons who were employees without paid leave entitlements, 55% were females. The industry Division with the highest proportion of males and females without paid leave entitlements was Accommodation and food services (59% and 68% respectively). The industry Division with the lowest proportion of males without paid leave entitlements was Financial and insurance services (7%) and for females it was Public administration and safety (8%).

INDEPENDENT CONTRACTORS

There were 1.0 million persons who were independent contractors in their main job in November 2011. The majority (73%) of these were males. Almost half (47%) of all independent contractors actually worked 40 hours or more in their main job (57% of males and 20% of females).

Female independent contractors were more likely to work fewer hours than males. For example, one-third (33%) of female independent contractors worked fewer than 15 hours in their main job, compared with 14% of male independent contractors. A further 25% of females worked 15–24 hours in their main job compared with 10% of males.

Around half of all independent contractors (50% of males and 54% of females) were in the 35–54 year age groups.

Independent contractors were most likely to work in the Construction industry Division (32%), followed by the Professional, scientific and technical services industry (13%). Male independent contractors were more likely to work in the Construction industry Division (41%), followed by the Professional, scientific and technical services industry (11%). By comparison, female independent contractors were most likely to work in the Professional, scientific and technical services industry Division (18%), followed by the Health care and social assistance industry (15%).

SUMMARY OF FINDINGS *continued*

INDEPENDENT CONTRACTORS *continued*

INDEPENDENT CONTRACTORS, MALES, By occupation of main job



INDEPENDENT CONTRACTORS, FEMALES, By occupation of main job



For males, the occupation group with the most independent contractors was Technicians and trades workers (37%), followed by Professionals (16%). However for females, the most independent contractors worked as Professionals (33%), followed by Clerical and administrative workers (20%).

Most independent contractors (76%) were usually able to work on more than one active contract, however just under half (47%) of all independent contractors had more than one active contract in the reference week.

Other characteristics of independent contractors in November 2011 include:

- 60% had authority over their own work (60% of males and 61% of females);
- 66% were able to (sub)contract their own work (71% of males and 55% of females);
- 80% had no employees (77% of males and 86% of females);
- 14% had been with their current business for less than 1 year, while 39% had been with their current business for 10 years or more;
- 82% had some say in their start or finish times; and
- 58% worked weekdays only in their job/s¹, while a further 42% worked on both weekdays and weekends.

SUMMARY OF FINDINGS *continued*

OTHER BUSINESS OPERATORS

There were approximately 1.0 million other business operators in November 2011, of whom 62% were males. For both males and females, over half of business operators were in the 35–54 year age group (52% and 59% respectively).

Other business operators who were males were most likely to work in the Agriculture, forestry and fishing industry Division (16%), followed by the Construction industry (12%), Professional, scientific and technical services (11%) and retail trade industry (10%). For females, the most common industry Divisions were Retail trade (14%) and Agriculture, forestry and fishing (13%).

OTHER BUSINESS OPERATORS, MALES, By occupation of main job



OTHER BUSINESS OPERATORS, FEMALES, By occupation of main job



The most common occupation of other business operators for both males and females was Managers (43% and 33% respectively).

For males, the next most common occupations were Professionals (20%) and Technicians and trades workers (18%). For females, the next most common occupation was Clerical and administrative workers (24%).

Other characteristics of other business operators in November 2011 include:

- 58% actually worked 40 hours or more in their main job (71% of males and 38% of females) in the reference week, while almost two-thirds (65%) of these actually worked 49 or more hours in the reference week;

SUMMARY OF FINDINGS *continued*

OTHER BUSINESS OPERATORS *continued*

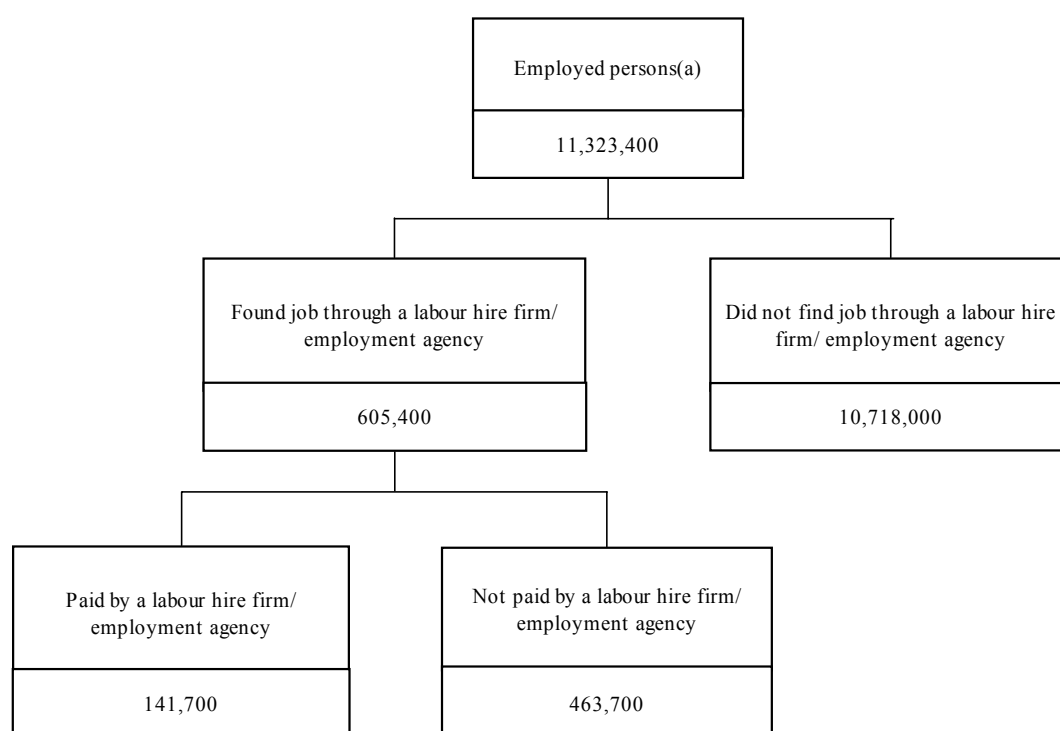
- 8% had been in their current business for less than 1 year, while almost half (49%) had been with their current business for 10 years or more;
- 89% had some say in their start or finish times; and
- 46% worked weekdays only in their job/s¹, while a further 54% worked on both weekdays and weekends.

ALL EMPLOYED PERSONS

Younger persons were most likely to be employees rather than independent contractors or other business operators. As age increases, generally, the proportion of employees decreases, while the proportion of independent contractors and other business operators increase however, being an employee was the most likely form of employment for employed persons for all age ranges. For example:

- 97% of employed persons aged 15–24 years were employees, 3% were independent contractors and 1% were other business operators;
- 78% of employed persons aged 35–54 years were employees, 10% were independent contractors and 11% were other business operators; and
- 51% of employed persons aged 65 years and over were employees, 19% were independent contractors and 30% were other business operators.

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY



(a) Excludes people who were contributing family workers in their main job.

SUMMARY OF FINDINGS *continued*

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY *continued*

In November 2011, there were 605,400 persons (5% of all employed persons) who found their job through a labour hire firm/employment agency of which 56% were males.

Of those persons who found their job through a labour hire firm/employment agency, most (60%) were in the 25–44 year age group.

For males who found their job through a labour hire firm/employment agency, the Manufacturing (19%) and Professional, scientific and technical services (9%) were the industry Divisions with the greatest proportion. For females, the most common industry Divisions were the Health care and social assistance (15%) and Financial and insurance services (11%).

The most common occupation groups for males who found their job through a labour hire firm/employment agency were Machinery operators and drivers and Professionals (both 22%). For females, the most common occupations group were Clerical and administrative workers (39%) and Professionals (23%).

The main reason for using a labour hire firm/employment agency for finding work was 'Ease of obtaining work' reported by 53% of persons who found their job through a labour hire firm/employment agency.

There were 141,700 persons (23% of those who found their job through a labour hire firm/employment agency) who were paid by a labour hire firm/employment agency (labour hire workers). Of these persons, the Administrative and support services (20%) and Manufacturing (13%) were the industry Divisions with the greatest proportion.

Clerical and administrative workers (21%) and Machinery operators and drivers (19%) were the most common occupation groups.

Of those who were paid by a labour hire firm/employment agency, there were 115,500 persons (82%) who usually had continuous/ongoing work from a labour hire firm/employment agency.

In November 2011, other characteristics of persons who found their job through a labour hire firm/employment agency include:

- 35% usually had continuous ongoing work from their labour hire firm/employment agency;
- 40% were still registered with the same labour hire firm/employment agency that found their job;
- 36% had been with their current employer/business for less than 1 year and a further 46% had been with their current employer/business for 1–5 years;
- 43% had one work assignment from their labour hire firm/employment agency in the last 12 months while 43% had no work assignments in the last 12 months; and
- 43% of persons who found their job through a labour hire firm/employment agency worked 40 hours in their main job during the reference week (52% of males and 31% of females).

END NOTE

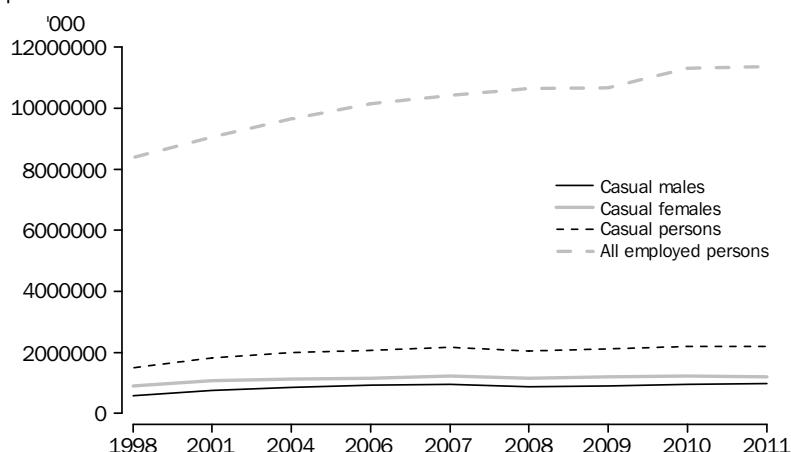
1. See paragraph 19 of the Explanatory Notes for more information.

CASUAL EMPLOYMENT AND CONDITIONS ARE STABLE

OVERVIEW

This article discusses the extent of casual employment and the conditions under which casual employees work. While the number of casuals (those without either paid sick and paid holiday leave) is generally increasing over time, it is not at an equivalent rate to the entire workforce, resulting recently in a small fall in the proportion of the labour force employed on a casual basis. In addition, the rights and entitlements of these casuals today are similar to previous years.

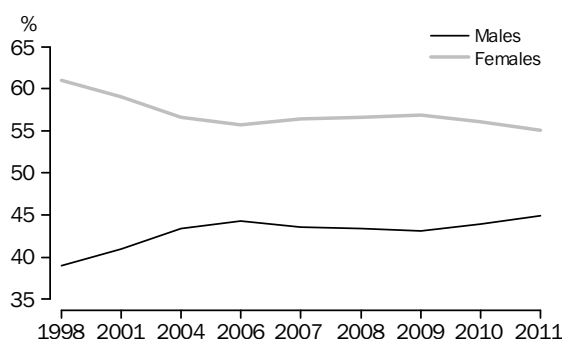
EMPLOYMENT, Comparison between casuals and all employed persons



The number of employed persons has continued to increase in the workforce in comparison with those deemed to be casuals (employees without paid leave entitlements).

Generally, the number of casuals in the workforce is increasing, however it is increasing at a rate lower than that of all employed persons. In 1998, there were 8.3 million employed persons of whom the number of casuals was 1.5 million (18% of all employed persons). The proportion of casuals reached a peak of 21% of all employed persons (2.2 million casuals and 10.4 million employed persons) in 2007, and now sits at 19% of all employed persons (2.2 million casuals and 11.4 million employed persons) in 2011.

PROPORTION OF CASUALS—1998 to 2011

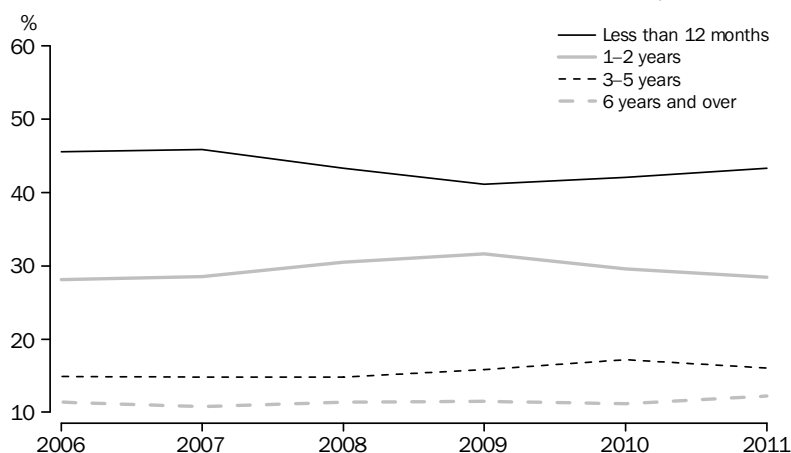


The proportion of casual females decreased from 61% in 1998 to 55% in 2011, while the proportion of casual males increased from 39% in 1998 to 45% in 2011. Since 2006 the proportions have remained steady.

CASUAL EMPLOYMENT AND CONDITIONS ARE STABLE *continued*

OVERVIEW *continued*

CONTINUOUS DURATION WITH CURRENT EMPLOYER/BUSINESS (%)



The proportion of casual employees working for 1–2 years with their employer has generally remained at the same level, 28% in 2006 and 28% in 2011, likewise for those employed for 3–5 years, 15% in 2006 and 16% in 2011. The proportion of casual employees working for their employer for less than 12 months has had more variability. This was 46% in 2006 and then generally declined to 41% in 2009 before reaching 43% in 2011.

The following points illustrate that there have been only slight changes in entitlements for casual workers since 2006.

- In 2004, 88% of employees without leave entitlements considered their job to be casual. In 2008 and again in 2011, the proportion of employees without leave entitlements who considered their job to be casual was still 88%.
- In 2006, 7% of casuals had a set completion date or end to their job. In 2008, this was 6% and was again 7% of casuals in 2011. Of these casuals, 63% worked on a fixed-term contract in 2006, 57% in 2008 and 63% in 2011.
- In 2008, 53% of casuals had earnings that varied from one period to the next. This has remained unchanged since and is again 53% in 2011.
- In 2008, there were 26% of casuals who were required to be on call or standby in their job. In 2011, there were 28% of casuals in the category.
- In 2008, 62% of casual employees usually worked the same number of hours each week. In 2010, there were 59% of casuals who usually worked the same number of hours each week and in 2011, the proportion was again 62% of casuals.
- The proportion of casuals who only work on weekdays only was 51% in 2011. In 2008, this was 50%. Those only working on weekends in 2011 was 6% and in 2008 was also 6%.

CASUAL EMPLOYMENT AND CONDITIONS ARE STABLE *continued*

OVERVIEW *continued*

Data from the Working Time Arrangements, Australia, November 2009 (cat. no. 6342.0) indicate that for casual employees:

- In 2003, 66% of casual employees could choose when to take holidays. In 2006 this was 64% and in 2009 this was again 66%.
- In 2006, 33% of casuals has some say in their start and finish times, compared with 35% in 2009.

More information on Forms of Employment can be found in the Summary of Findings and the following tables.

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EMPLOYED PERSONS, Form of employment—By sex—November 2009 to November 2011

Form of employment	November 2009		November 2010		November 2011	
	'000	%	'000	%	'000	%
MALES						
Employees	4 430.0	76.3	4 719.9	76.2	4 797.1	77.6
With paid leave entitlements	3 518.2	60.6	3 758.0	60.7	3 811.4	61.6
Without paid leave entitlements	911.8	15.7	961.9	15.5	985.7	15.9
Independent contractors	772.1	13.3	824.4	13.3	745.3	12.0
Other business operators	601.5	10.4	648.1	10.5	642.9	10.4
Total	5 803.6	100.0	6 192.4	100.0	6 185.3	100.0
FEMALES						
Employees	4 230.9	87.0	4 445.8	86.6	4 489.2	86.9
With paid leave entitlements	3 027.6	62.3	3 217.5	62.7	3 278.0	63.4
Without paid leave entitlements	1 203.3	24.8	1 228.4	23.9	1 211.1	23.4
Independent contractors	256.9	5.3	286.1	5.6	281.6	5.4
Other business operators	373.5	7.7	398.9	7.8	397.4	7.7
Total	4 861.3	100.0	5 130.9	100.0	5 168.2	100.0
PERSONS						
Employees	8 660.9	81.2	9 165.7	80.9	9 286.2	81.8
With paid leave entitlements	6 545.9	61.4	6 975.5	61.6	7 089.4	62.4
Without paid leave entitlements	2 115.1	19.8	2 190.2	19.3	2 196.8	19.3
Independent contractors	1 029.0	9.6	1 110.5	9.8	1 026.9	9.0
Other business operators	975.0	9.1	1 047.0	9.2	1 040.3	9.2
Total	10 664.9	100.0	11 323.2	100.0	11 353.4	100.0

EMPLOYED PERSONS, Form of employment—By hours actually worked in main job and other employment characteristics—By sex

	<i>Employees</i>	<i>Independent contractors</i>	<i>Other business operators</i>	<i>Total</i>	<i>Employees</i>	<i>Independent contractors</i>	<i>Other business operators</i>
	'000	'000	'000	'000	%	%	%
MALES							
Hours actually worked in main job							
Less than 1 hour/no hours	273.2	43.0	24.5	340.8	5.7	5.8	3.8
1–14	282.6	58.9	30.8	372.3	5.9	7.9	4.8
15–19	165.6	30.3	13.8	209.7	3.5	4.1	2.2
20–24	247.3	42.9	25.3	315.5	5.2	5.8	3.9
25–29	132.1	33.3	17.5	182.8	2.8	4.5	2.7
30–34	373.3	52.8	37.1	463.2	7.8	7.1	5.8
35	110.5	28.4	14.9	153.8	2.3	3.8	2.3
36–39	762.3	32.0	22.1	816.4	15.9	4.3	3.4
40	812.0	107.3	83.9	1 003.2	16.9	14.4	13.0
41–44	269.2	16.4	11.5	297.0	5.6	2.2	1.8
45–48	499.4	64.9	53.7	618.1	10.4	8.7	8.4
49 or more	869.4	235.1	307.8	1 412.3	18.1	31.5	47.9
Continuous duration with current employer/business							
Fewer than 12 months	1 132.7	94.9	44.6	1 272.2	23.6	12.7	6.9
Under 3 months	317.2	22.2	9.5	348.9	6.6	3.0	1.5
3 and under 6 months	316.6	25.9	13.4	355.9	6.6	3.5	2.1
6 and under 12 months	498.9	46.8	21.7	567.4	10.4	6.3	3.4
1–2 years	1 063.9	100.2	70.9	1 234.9	22.2	13.4	11.0
3–5 years	1 041.5	145.8	105.8	1 293.0	21.7	19.6	16.5
6–9 years	558.3	88.5	81.6	728.4	11.6	11.9	12.7
10–20 years	606.9	166.5	157.7	931.1	12.7	22.3	24.5
20 years and over	393.9	149.4	182.4	725.7	8.2	20.0	28.4
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	4 307.1	693.8	617.8	5 618.7	89.8	93.1	96.1
Did not expect to be with current employer/business in 12 months	490.0	51.4	25.1	566.5	10.2	6.9	3.9
<i>Total</i>	<i>4 797.1</i>	<i>745.3</i>	<i>642.9</i>	<i>6 185.3</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

EMPLOYED PERSONS, Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Hours actually worked in main job							
Less than 1 hour/no hours	300.8	17.8	18.0	336.6	6.7	6.3	4.5
1–14	582.1	75.1	69.8	727.0	13.0	26.7	17.6
15–19	385.0	35.1	28.9	449.1	8.6	12.5	7.3
20–24	522.8	36.3	44.8	603.8	11.6	12.9	11.3
25–29	285.8	16.0	30.1	331.8	6.4	5.7	7.6
30–34	476.0	23.6	23.6	523.2	10.6	8.4	5.9
35	134.1	8.6	21.5	164.2	3.0	3.1	5.4
36–39	702.2	13.6	10.1	725.9	15.6	4.8	2.5
40	490.9	18.2	40.0	549.1	10.9	6.5	10.1
41–44	142.4	*2.8	8.4	153.5	3.2	*1.0	2.1
45–48	200.3	11.1	12.9	224.3	4.5	3.9	3.3
49 or more	266.9	23.3	89.3	379.5	5.9	8.3	22.5
Continuous duration with current employer/business							
Fewer than 12 months	1 059.9	49.3	33.8	1 142.9	23.6	17.5	8.5
Under 3 months	276.3	14.5	*4.0	294.8	6.2	5.2	*1.0
3 and under 6 months	289.5	14.9	11.0	315.4	6.4	5.3	2.8
6 and under 12 months	494.0	19.9	18.7	532.7	11.0	7.1	4.7
1–2 years	991.5	57.8	56.8	1 106.1	22.1	20.5	14.3
3–5 years	981.7	52.4	80.3	1 114.3	21.9	18.6	20.2
6–9 years	539.2	38.1	54.1	631.5	12.0	13.5	13.6
10–20 years	612.3	53.7	86.6	752.6	13.6	19.1	21.8
20 years and over	304.6	30.4	85.8	420.7	6.8	10.8	21.6
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	3 993.2	256.6	380.4	4 630.2	89.0	91.1	95.7
Did not expect to be with current employer/business in 12 months	495.9	25.0	17.0	537.9	11.0	8.9	4.3
Total	4 489.2	281.6	397.4	5 168.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYED PERSONS, Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Hours actually worked in main job							
Less than 1 hour/no hours	574.0	60.9	42.5	677.4	6.2	5.9	4.1
1–14	864.8	134.0	100.6	1 099.3	9.3	13.0	9.7
15–19	550.6	65.4	42.7	658.8	5.9	6.4	4.1
20–24	770.0	79.2	70.1	919.4	8.3	7.7	6.7
25–29	417.9	49.3	47.5	514.7	4.5	4.8	4.6
30–34	849.4	76.4	60.7	986.5	9.1	7.4	5.8
35	244.6	37.0	36.4	318.0	2.6	3.6	3.5
36–39	1 464.5	45.6	32.2	1 542.3	15.8	4.4	3.1
40	1 302.9	125.5	123.8	1 552.2	14.0	12.2	11.9
41–44	411.6	19.2	19.9	450.6	4.4	1.9	1.9
45–48	699.7	76.0	66.7	842.4	7.5	7.4	6.4
49 or more	1 136.3	258.4	397.2	1 791.9	12.2	25.2	38.2
Continuous duration with current employer/business							
Fewer than 12 months	2 192.6	144.2	78.3	2 415.1	23.6	14.0	7.5
Under 3 months	593.5	36.7	13.6	643.7	6.4	3.6	1.3
3 and under 6 months	606.2	40.8	24.3	671.3	6.5	4.0	2.3
6 and under 12 months	992.9	66.7	40.4	1 100.1	10.7	6.5	3.9
1–2 years	2 055.4	157.9	127.7	2 341.0	22.1	15.4	12.3
3–5 years	2 023.1	198.2	186.1	2 407.4	21.8	19.3	17.9
6–9 years	1 097.5	126.6	135.7	1 359.9	11.8	12.3	13.0
10–20 years	1 219.2	220.2	244.3	1 683.7	13.1	21.4	23.5
20 years and over	698.4	179.8	268.2	1 146.4	7.5	17.5	25.8
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	8 300.3	950.4	998.2	10 249.0	89.4	92.6	96.0
Did not expect to be with current employer/business in 12 months	985.9	76.5	42.1	1 104.5	10.6	7.4	4.0
Total	9 286.2	1 026.9	1 040.3	11 353.4	100.0	100.0	100.0

EMPLOYED PERSONS, Form of employment—By selected personal characteristics—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Relationship in household							
Family member	3 963.0	620.6	569.3	5 152.9	82.6	83.3	88.5
Husband, wife or partner	2 894.5	559.8	532.0	3 986.3	60.3	75.1	82.8
With dependants	1 589.4	289.9	280.9	2 160.2	33.1	38.9	43.7
Without dependants	1 305.1	269.9	251.1	1 826.1	27.2	36.2	39.1
Lone parent	87.7	16.1	11.6	115.4	1.8	2.2	1.8
With dependants	56.5	11.1	8.2	75.8	1.2	1.5	1.3
Without dependants	31.2	*4.9	*3.4	39.6	0.7	*0.7	*0.5
Dependent student	217.9	**1.6	**1.0	220.5	4.5	**0.2	**0.2
Non-dependent child	649.3	36.1	17.1	702.5	13.5	4.8	2.7
Other family person	113.6	7.1	7.6	128.3	2.4	1.0	1.2
Non-family member	781.4	117.9	66.7	966.0	16.3	15.8	10.4
Lone person	462.1	78.8	54.6	595.5	9.6	10.6	8.5
Not living alone	319.3	39.1	12.1	370.5	6.7	5.2	1.9
Relationship not determined	52.7	*6.8	6.9	66.3	1.1	*0.9	1.1
Age group (years)							
15–19	318.1	*3.5	**1.3	322.9	6.6	*0.5	**0.2
20–24	591.0	29.9	7.3	628.1	12.3	4.0	1.1
25–34	1 234.9	128.9	78.1	1 441.9	25.7	17.3	12.1
35–44	1 048.6	184.9	149.7	1 383.3	21.9	24.8	23.3
45–54	922.7	185.5	183.2	1 291.4	19.2	24.9	28.5
55–59	354.0	82.2	79.7	515.9	7.4	11.0	12.4
60–64	218.8	75.2	68.7	362.6	4.6	10.1	10.7
65 and over	108.9	55.1	75.0	239.1	2.3	7.4	11.7
Country of birth(a)							
Born in Australia	3 451.5	530.8	455.5	4 437.9	72.0	71.2	70.9
Born overseas	1 344.3	214.4	187.4	1 746.1	28.0	28.8	29.1
Born in main English-speaking countries	546.8	97.5	61.6	705.8	11.4	13.1	9.6
Born in other than main English-speaking countries	797.5	116.9	125.9	1 040.3	16.6	15.7	19.6
State or territory of usual residence							
New South Wales	1 514.8	218.6	220.7	1 954.1	31.6	29.3	34.3
Victoria	1 190.1	195.2	162.0	1 547.3	24.8	26.2	25.2
Queensland	980.2	154.1	124.3	1 258.6	20.4	20.7	19.3
South Australia	338.7	50.7	52.4	441.8	7.1	6.8	8.2
Western Australia	536.9	90.9	61.2	689.0	11.2	12.2	9.5
Tasmania	96.1	16.6	11.8	124.5	2.0	2.2	1.8
Northern Territory	52.1	8.2	*3.3	63.5	1.1	1.1	*0.5
Australian Capital Territory	88.2	10.9	7.2	106.4	1.8	1.5	1.1
Total	4 797.1	745.3	642.9	6 185.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes persons whose country of birth was inadequately described.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Relationship in household							
Family member	3 797.5	238.1	366.2	4 401.9	84.6	84.6	92.2
Husband, wife or partner	2 600.4	198.3	332.4	3 131.1	57.9	70.4	*83.7
With dependants	1 258.0	106.9	182.6	1 547.5	28.0	38.0	45.9
Without dependants	1 342.4	91.3	149.9	1 583.6	29.9	32.4	37.7
Lone parent	376.6	24.0	20.6	421.2	8.4	8.5	5.2
With dependants	301.1	19.4	16.1	336.6	6.7	6.9	4.0
Without dependants	75.5	*4.6	*4.5	84.6	1.7	*1.6	*1.1
Dependent student	297.8	*2.3	**1.1	301.2	6.6	*0.8	**0.3
Non-dependent child	427.7	8.4	7.3	443.3	9.5	3.0	1.8
Other family person	95.0	*5.2	*4.9	105.0	2.1	*1.8	*1.2
Non-family member	639.3	40.8	26.4	706.6	14.2	14.5	6.6
Lone person	396.1	27.4	23.2	446.8	8.8	9.7	5.8
Not living alone	243.3	13.3	*3.2	259.8	5.4	4.7	*0.8
Relationship not determined	52.3	*2.7	*4.7	59.7	1.2	*1.0	*1.2
Age group (years)							
15–19	346.2	*2.8	*1.8	350.8	7.7	*1.0	*0.4
20–24	539.6	14.3	*2.9	556.7	12.0	5.1	*0.7
25–34	1 039.5	47.6	48.4	1 135.5	23.2	16.9	12.2
35–44	973.3	74.6	107.2	1 155.1	21.7	26.5	27.0
45–54	952.6	77.8	128.0	1 158.4	21.2	27.6	32.2
55–59	362.1	32.8	39.8	434.7	8.1	11.7	10.0
60–64	204.0	18.0	39.2	261.3	4.5	6.4	9.9
65 and over	71.9	13.7	30.1	115.7	1.6	4.9	7.6
Country of birth(a)							
Born in Australia	3 328.7	194.1	283.2	3 806.1	74.2	68.9	71.3
Born overseas	1 159.1	87.5	114.2	1 360.8	25.8	31.1	28.7
Born in main English-speaking countries	473.5	43.0	42.6	559.1	10.5	15.3	10.7
Born in other than main English-speaking countries	685.6	44.5	71.6	801.7	15.3	15.8	18.0
State or territory of usual residence							
New South Wales	1 407.6	88.0	130.4	1 626.1	31.4	31.3	32.8
Victoria	1 117.6	79.5	95.8	1 292.9	24.9	28.2	24.1
Queensland	924.0	55.4	90.9	1 070.4	20.6	19.7	22.9
South Australia	327.6	17.2	30.1	374.9	7.3	6.1	7.6
Western Australia	472.9	33.2	35.9	542.1	10.5	11.8	9.0
Tasmania	97.6	*3.3	8.1	109.0	2.2	*1.2	2.0
Northern Territory	51.3	*2.4	*2.2	55.9	1.1	*0.9	*0.6
Australian Capital Territory	90.5	*2.6	*3.8	96.8	2.0	*0.9	*1.0
Total	4 489.2	281.6	397.4	5 168.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes persons whose country of birth was inadequately described.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Relationship in household							
Family member	7 760.6	858.7	935.5	9 554.8	83.6	*83.6	89.9
Husband, wife or partner	5 494.9	758.0	864.5	7 117.4	59.2	*73.8	*83.1
With dependants	2 847.4	396.8	463.5	3 707.7	30.7	*38.6	*44.6
Without dependants	2 647.5	361.2	401.0	3 409.7	28.5	35.2	38.5
Lone parent	464.3	40.1	32.2	536.6	5.0	3.9	3.1
With dependants	357.6	30.5	24.3	412.4	3.9	3.0	2.3
Without dependants	106.7	9.6	7.9	124.2	1.1	0.9	0.8
Dependent student	515.8	*3.9	*2.1	521.7	5.6	*0.4	*0.2
Non-dependent child	1 077.0	44.5	24.4	1 145.8	11.6	4.3	2.3
Other family person	208.6	12.2	12.4	233.3	2.2	1.2	1.2
Non-family member	1 420.8	158.7	93.1	1 672.6	15.3	15.5	9.0
Lone person	858.2	106.2	77.9	1 042.2	9.2	10.3	7.5
Not living alone	562.6	52.4	15.3	630.3	6.1	5.1	1.5
Relationship not determined	104.9	9.5	11.7	126.1	1.1	0.9	1.1
Age group (years)							
15–19	664.3	*6.3	*3.1	673.7	7.2	*0.6	*0.3
20–24	1 130.6	44.1	10.2	1 184.8	12.2	4.3	1.0
25–34	2 274.4	176.5	126.5	2 577.4	24.5	17.2	12.2
35–44	2 021.9	259.5	257.0	2 538.4	21.8	25.3	24.7
45–54	1 875.3	263.3	311.1	2 449.7	20.2	25.6	29.9
55–59	716.1	115.1	119.5	950.6	7.7	11.2	11.5
60–64	422.8	93.2	107.9	623.9	4.6	9.1	10.4
65 and over	180.8	68.8	105.1	354.8	1.9	6.7	10.1
Country of birth(a)							
Born in Australia	6 780.3	724.9	738.7	8 244.0	73.0	70.6	71.0
Born overseas	2 503.4	301.9	301.6	3 106.9	27.0	29.4	29.0
Born in main English-speaking countries	1 020.3	140.5	104.1	1 264.9	11.0	13.7	10.0
Born in other than main English-speaking countries	1 483.1	161.5	197.5	1 842.0	16.0	15.7	19.0
State or territory of usual residence							
New South Wales	2 922.4	306.6	351.2	3 580.2	31.5	29.9	33.8
Victoria	2 307.7	274.7	257.8	2 840.2	24.9	26.7	24.8
Queensland	1 904.2	209.6	215.2	2 329.0	20.5	20.4	20.7
South Australia	666.3	67.9	82.5	816.8	7.2	6.6	7.9
Western Australia	1 009.8	124.1	97.2	1 231.1	10.9	12.1	9.3
Tasmania	193.7	19.9	19.9	233.5	2.1	1.9	1.9
Northern Territory	103.4	10.6	*5.5	119.4	1.1	1.0	*0.5
Australian Capital Territory	178.7	13.5	11.1	203.2	1.9	1.3	1.1
Total	9 286.2	1 026.9	1 040.3	11 353.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons whose country of birth was inadequately described.

EMPLOYED PERSONS, Form of employment—By industry and occupation of main job—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	105.7	26.4	101.2	233.2	2.2	3.5	15.7	3.8
Mining	198.4	*3.8	**1.5	203.7	4.1	*0.5	**0.2	3.3
Manufacturing	616.3	33.8	57.4	707.6	12.8	4.5	8.9	11.4
Electricity, gas, water and waste services	120.4	*4.4	*3.2	128.0	2.5	*0.6	*0.5	2.1
Construction	538.0	307.9	75.0	921.0	11.2	41.3	11.7	14.9
Wholesale trade	243.4	18.0	41.7	303.1	5.1	2.4	6.5	4.9
Retail trade	431.7	20.9	62.6	515.2	9.0	2.8	9.7	8.3
Accommodation and food services	285.2	*2.7	40.1	328.1	5.9	*0.4	6.2	5.3
Transport, postal and warehousing	349.3	73.8	24.7	447.8	7.3	9.9	3.8	7.2
Information media and telecommunications	100.3	10.7	*4.6	115.6	2.1	1.4	*0.7	1.9
Financial and insurance services	161.8	13.1	19.4	194.3	3.4	1.8	3.0	3.1
Rental, hiring and real estate services	61.5	12.4	17.3	91.2	1.3	1.7	2.7	1.5
Professional, scientific and technical services	339.2	83.1	72.1	494.4	7.1	11.2	11.2	8.0
Administrative and support services	118.7	45.0	21.9	185.6	2.5	6.0	3.4	3.0
Public administration and safety	374.5	8.4	*3.2	386.1	7.8	1.1	*0.5	6.2
Education and training	230.3	16.7	13.2	260.2	4.8	2.2	2.1	4.2
Health care and social assistance	256.6	18.2	30.1	304.8	5.3	2.4	4.7	4.9
Arts and recreation services	90.2	11.2	*5.4	106.8	1.9	1.5	*0.8	1.7
Other services	175.5	34.6	48.4	258.6	3.7	4.6	7.5	4.2
Occupation of main job								
Managers	579.2	100.7	278.8	958.7	12.1	13.5	43.4	15.5
Professionals	890.2	118.8	125.6	1 134.6	18.6	15.9	19.5	18.3
Technicians and trades workers	1 070.9	278.1	116.3	1 465.2	22.3	37.3	18.1	23.7
Community and personal service workers	313.3	16.0	16.9	346.1	6.5	2.1	2.6	5.6
Clerical and administrative workers	368.6	24.0	17.4	410.0	7.7	3.2	2.7	6.6
Sales workers	344.9	23.3	31.0	399.1	7.2	3.1	4.8	6.5
Machinery operators and drivers	617.0	84.1	22.3	723.3	12.9	11.3	3.5	11.7
Labourers	613.0	100.4	34.8	748.1	12.8	13.5	5.4	12.1
Total	4 797.1	745.3	642.9	6 185.3	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	37.0	*4.7	52.8	94.6	0.8	*1.7	13.3	1.8
Mining	36.4	**1.2	*1.8	39.4	0.8	**0.4	*0.4	0.8
Manufacturing	201.2	7.9	33.9	243.1	4.5	2.8	8.5	4.7
Electricity, gas, water and waste services	34.0	**0.6	—	34.6	0.8	**0.2	—	0.7
Construction	65.4	22.5	24.9	112.8	1.5	8.0	6.3	2.2
Wholesale trade	119.9	*6.0	16.0	141.9	2.7	*2.1	4.0	2.7
Retail trade	617.1	17.8	55.4	690.2	13.7	6.3	13.9	13.4
Accommodation and food services	385.4	7.8	30.5	423.7	8.6	2.8	7.7	8.2
Transport, postal and warehousing	103.0	10.0	8.5	121.5	2.3	3.5	2.1	2.4
Information media and telecommunications	76.9	*5.4	**0.9	83.1	1.7	*1.9	**0.2	1.6
Financial and insurance services	210.7	*2.8	*5.3	218.8	4.7	*1.0	*1.3	4.2
Rental, hiring and real estate services	81.8	*6.8	8.3	96.9	1.8	*2.4	2.1	1.9
Professional, scientific and technical services	278.7	50.2	39.0	367.9	6.2	17.8	9.8	7.1
Administrative and support services	153.2	38.9	16.0	208.2	3.4	13.8	4.0	4.0
Public administration and safety	347.0	*3.6	**1.4	351.9	7.7	*1.3	**0.3	6.8
Education and training	562.7	20.0	16.2	598.8	12.5	7.1	4.1	11.6
Health care and social assistance	966.6	41.5	37.2	1 045.3	21.5	14.7	9.4	20.2
Arts and recreation services	81.5	9.9	*5.7	97.1	1.8	3.5	*1.4	1.9
Other services	130.6	23.9	43.7	198.2	2.9	8.5	11.0	3.8
Occupation of main job								
Managers	356.8	25.7	132.4	515.0	7.9	9.1	33.3	10.0
Professionals	1 116.6	92.6	64.7	1 273.9	24.9	32.9	16.3	24.6
Technicians and trades workers	192.2	24.7	31.2	248.2	4.3	8.8	7.9	4.8
Community and personal service workers	680.6	33.8	27.7	742.2	15.2	12.0	7.0	14.4
Clerical and administrative workers	1 131.3	56.0	95.5	1 282.8	25.2	19.9	24.0	24.8
Sales workers	624.0	13.5	24.8	662.2	13.9	4.8	6.2	12.8
Machinery operators and drivers	60.4	*4.2	*3.1	67.7	1.3	*1.5	*0.8	1.3
Labourers	327.2	31.0	18.0	376.2	7.3	11.0	4.5	7.3
Total	4 489.2	281.6	397.4	5 168.2	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	142.7	31.1	154.0	327.9	1.5	3.0	14.8	2.9
Mining	234.8	*5.0	*3.3	243.1	2.5	*0.5	*0.3	2.1
Manufacturing	817.5	41.8	91.3	950.6	8.8	4.1	8.8	8.4
Electricity, gas, water and waste services	154.4	*5.0	*3.2	162.7	1.7	*0.5	*0.3	1.4
Construction	603.5	330.4	99.9	1 033.8	6.5	32.2	9.6	9.1
Wholesale trade	363.3	24.0	57.7	445.0	3.9	2.3	5.5	3.9
Retail trade	1 048.8	38.6	118.0	1 205.4	11.3	3.8	11.3	10.6
Accommodation and food services	670.7	10.6	70.6	751.8	7.2	1.0	6.8	6.6
Transport, postal and warehousing	452.2	83.8	33.3	569.3	4.9	8.2	3.2	5.0
Information media and telecommunications	177.2	16.0	*5.5	198.7	1.9	1.6	*0.5	1.8
Financial and insurance services	372.5	15.9	24.7	413.1	4.0	1.5	2.4	3.6
Rental, hiring and real estate services	143.3	19.2	25.5	188.0	1.5	1.9	2.5	1.7
Professional, scientific and technical services	617.9	133.3	111.1	862.3	6.7	13.0	10.7	7.6
Administrative and support services	271.9	84.0	37.9	393.8	2.9	8.2	3.6	3.5
Public administration and safety	721.5	12.0	*4.5	738.0	7.8	1.2	*0.4	6.5
Education and training	793.0	36.7	29.3	859.1	8.5	3.6	2.8	7.6
Health care and social assistance	1 223.2	59.7	67.3	1 350.1	13.2	5.8	6.5	11.9
Arts and recreation services	171.7	21.2	11.1	203.9	1.8	2.1	1.1	1.8
Other services	306.2	58.5	92.1	456.8	3.3	5.7	8.9	4.0
Occupation of main job								
Managers	936.1	126.4	411.2	1 473.7	10.1	12.3	39.5	13.0
Professionals	2 006.8	211.4	190.2	2 408.5	21.6	20.6	18.3	21.2
Technicians and trades workers	1 263.1	302.8	147.5	1 713.4	13.6	29.5	14.2	15.1
Community and personal service workers	993.9	49.7	44.6	1 088.3	10.7	4.8	4.3	9.6
Clerical and administrative workers	1 499.9	80.0	112.9	1 692.8	16.2	7.8	10.9	14.9
Sales workers	968.8	36.8	55.8	1 061.4	10.4	3.6	5.4	9.3
Machinery operators and drivers	677.4	88.3	25.3	791.0	7.3	8.6	2.4	7.0
Labourers	940.1	131.4	52.8	1 124.3	10.1	12.8	5.1	9.9
Total	9 286.2	1 026.9	1 040.3	11 353.4	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYED PERSONS, Form of employment—By work patterns and other working arrangements—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
MALES								
Days of the week usually worked in all jobs(a)								
Monday–Friday	3 435.1	559.1	481.8	4 476.0	71.6	75.0	74.9	72.4
Monday	267.6	23.3	29.0	320.0	5.6	3.1	4.5	5.2
Tuesday	310.6	31.0	38.8	380.4	6.5	4.2	6.0	6.1
Wednesday	321.1	30.6	36.4	388.1	6.7	4.1	5.7	6.3
Thursday	333.7	28.4	39.6	401.6	7.0	3.8	6.2	6.5
Friday	286.5	22.5	37.7	346.7	6.0	3.0	5.9	5.6
Saturday	741.3	202.3	264.9	1 208.5	15.5	27.1	41.2	19.5
Sunday	422.9	103.5	161.3	687.6	8.8	13.9	25.1	11.1
Days varied	771.4	134.8	104.9	1 011.0	16.1	18.1	16.3	16.3
Number of days of the week usually worked in all jobs(b)								
1 day	86.2	12.6	*4.7	103.5	1.8	1.7	*0.7	1.7
2 days	158.4	23.0	7.5	188.9	3.3	3.1	1.2	3.1
3 days	199.2	35.6	19.4	254.2	4.2	4.8	3.0	4.1
4 days	315.1	28.8	18.9	362.9	6.6	3.9	2.9	5.9
5 days	3 369.9	407.6	291.3	4 068.8	70.2	54.7	45.3	65.8
6 days	435.1	137.0	142.4	714.5	9.1	18.4	22.2	11.6
7 days	233.2	100.6	158.7	492.5	4.9	13.5	24.7	8.0
Whether worked weekdays and/or weekends in all jobs								
Weekdays only	3 257.9	426.6	277.2	3 961.6	67.9	57.2	43.1	64.0
Weekends only	58.6	*4.2	*2.2	65.0	1.2	*0.6	*0.3	1.1
Both weekdays and weekends	1 480.6	314.5	363.6	2 158.7	30.9	42.2	56.5	34.9
Whether usually required to be on call or standby								
Usually required to be on call or standby	1 303.5	280.5	322.3	1 906.3	27.2	37.6	50.1	30.8
Not usually required to be on call or standby	3 493.6	464.7	320.6	4 279.0	72.8	62.4	49.9	69.2
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	3 644.9	410.7	416.4	4 472.0	76.0	55.1	64.8	72.3
Did not usually work the same number of hours	1 152.2	334.6	226.5	1 713.3	24.0	44.9	35.2	27.7
Whether had any say in start and finish times								
Had some say	1 954.4	614.4	568.4	3 137.3	40.7	82.4	88.4	50.7
Did not have any say	2 842.6	130.9	74.5	3 048.0	59.3	17.6	11.6	49.3
Total	4 797.1	745.3	642.9	6 185.3	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraph 18 and 19 of the Explanatory Notes for more information.
- (b) See paragraph 19 of the Explanatory Notes for more information.

EMPLOYED PERSONS, Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
FEMALES								
Days of the week usually worked in all jobs(a)								
Monday–Friday	2 395.4	125.7	217.5	2 738.7	53.4	44.7	54.7	53.0
Monday	682.6	39.1	48.5	770.2	15.2	13.9	12.2	14.9
Tuesday	734.4	49.7	64.3	848.3	16.4	17.6	16.2	16.4
Wednesday	750.6	49.8	65.4	865.7	16.7	17.7	16.5	16.8
Thursday	780.5	52.6	68.8	901.9	17.4	18.7	17.3	17.5
Friday	647.4	38.3	50.2	735.9	14.4	13.6	12.6	14.2
Saturday	649.6	61.4	133.2	844.2	14.5	21.8	33.5	16.3
Sunday	413.8	33.8	80.9	528.5	9.2	12.0	20.4	10.2
Days varied	733.9	67.7	79.3	880.9	16.3	24.0	19.9	17.0
Number of days of the week usually worked in all jobs(b)								
1 day	132.9	17.8	14.4	165.1	3.0	6.3	3.6	3.2
2 days	390.2	30.7	26.6	447.4	8.7	10.9	6.7	8.7
3 days	546.3	42.0	41.1	629.5	12.2	14.9	10.3	12.2
4 days	533.5	27.2	36.5	597.2	11.9	9.7	9.2	11.6
5 days	2 579.2	110.1	148.9	2 838.2	57.5	39.1	37.5	54.9
6 days	180.2	29.7	54.5	264.4	4.0	10.6	13.7	5.1
7 days	127.0	24.0	75.4	226.4	2.8	8.5	19.0	4.4
Whether worked weekdays and/or weekends in all jobs								
Weekdays only	3 112.7	165.7	199.8	3 478.3	69.3	58.8	50.3	67.3
Weekends only	97.9	*3.2	*2.8	103.9	2.2	*1.2	*0.7	2.0
Both weekdays and weekends	1 278.5	112.7	194.8	1 586.0	28.5	40.0	49.0	30.7
Whether usually required to be on call or standby								
Usually required to be on call or standby	921.5	80.1	163.8	1 165.3	20.5	28.4	41.2	22.5
Not usually required to be on call or standby	3 567.7	201.5	233.6	4 002.8	79.5	71.6	58.8	77.5
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	3 511.2	149.5	258.1	3 918.8	78.2	53.1	64.9	75.8
Did not usually work the same number of hours	978.0	132.1	139.3	1 249.4	21.8	46.9	35.1	24.2
Whether had any say in start and finish times								
Had some say	1 880.7	230.8	356.3	2 467.9	41.9	82.0	89.7	47.8
Did not have any say	2 608.5	50.8	41.1	2 700.3	58.1	18.0	10.3	52.2
Total	4 489.2	281.6	397.4	5 168.2	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraph 18 and 19 of the Explanatory Notes for more information.
- (b) See paragraph 19 of the Explanatory Notes for more information.

EMPLOYED PERSONS, Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
PERSONS								
Days of the week usually worked in all jobs(a)								
Monday–Friday	5 830.5	684.8	699.3	7 214.7	62.8	66.7	67.2	63.5
Monday	950.2	62.4	77.6	1 090.2	10.2	6.1	7.5	9.6
Tuesday	1 045.0	80.6	103.0	1 228.7	11.3	7.9	9.9	10.8
Wednesday	1 071.6	80.4	101.8	1 253.8	11.5	7.8	9.8	11.0
Thursday	1 114.2	81.0	108.4	1 303.5	12.0	7.9	10.4	11.5
Friday	933.9	60.9	87.9	1 082.7	10.1	5.9	8.4	9.5
Saturday	1 390.9	263.7	398.1	2 052.7	15.0	25.7	38.3	18.1
Sunday	836.6	137.3	242.2	1 216.2	9.0	13.4	23.3	10.7
Days varied	1 505.3	202.4	184.2	1 891.9	16.2	19.7	17.7	16.7
Number of days of the week usually worked in all jobs(b)								
1 day	219.1	30.4	19.1	268.5	2.4	3.0	1.8	2.4
2 days	548.5	53.7	34.1	636.3	5.9	5.2	3.3	5.6
3 days	745.5	77.6	60.5	883.7	8.0	7.6	5.8	7.8
4 days	848.6	56.0	55.4	960.1	9.1	5.5	5.3	8.5
5 days	5 949.0	517.8	440.2	6 907.0	64.1	50.4	42.3	60.8
6 days	615.3	166.7	197.0	979.0	6.6	16.2	18.9	8.6
7 days	360.2	124.6	234.1	718.9	3.9	12.1	22.5	6.3
Whether worked weekdays and/or weekends in all jobs								
Weekdays only	6 370.6	592.3	477.0	7 439.9	68.6	57.7	45.8	65.5
Weekends only	156.4	7.5	*5.0	168.9	1.7	0.7	*0.5	1.5
Both weekdays and weekends	2 759.2	427.1	558.4	3 744.7	29.7	41.6	53.7	33.0
Whether usually required to be on call or standby								
Usually required to be on call or standby	2 224.9	360.6	486.0	3 071.6	24.0	35.1	46.7	27.1
Not usually required to be on call or standby	7 061.3	666.3	554.3	8 281.8	76.0	64.9	53.3	72.9
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	7 156.0	560.2	674.5	8 390.7	77.1	54.6	64.8	73.9
Did not usually work the same number of hours	2 130.2	466.7	365.8	2 962.7	22.9	45.4	35.2	26.1
Whether had any say in start and finish times								
Had some say	3 835.1	845.2	924.8	5 605.1	41.3	82.3	88.9	49.4
Did not have any say	5 451.1	181.6	115.6	5 748.3	58.7	17.7	11.1	50.6
Total	9 286.2	1 026.9	1 040.3	11 353.4	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraph 18 and 19 of the Explanatory Notes for more information.
- (b) See paragraph 19 of the Explanatory Notes for more information.

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex

	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	**1.5	104.1	105.7	**0.9	2.2	2.2
Mining	10.4	188.1	198.4	6.3	4.1	4.1
Manufacturing	7.3	608.9	616.3	4.4	13.1	12.8
Electricity, gas, water and waste services	*4.1	116.4	120.4	*2.5	2.5	2.5
Construction	9.2	528.9	538.0	5.5	11.4	11.2
Wholesale trade	*3.0	240.3	243.4	*1.8	5.2	5.1
Retail trade	*3.5	428.2	431.7	*2.1	9.2	9.0
Accommodation and food services	*2.7	282.6	285.2	*1.6	6.1	5.9
Transport, postal and warehousing	*3.3	346.0	349.3	*2.0	7.5	7.3
Information media and telecommunications	7.0	93.4	100.3	4.2	2.0	2.1
Financial and insurance services	*5.3	156.4	161.8	*3.2	3.4	3.4
Rental, hiring and real estate services	**0.6	60.9	61.5	**0.4	1.3	1.3
Professional, scientific and technical services	17.0	322.3	339.2	10.3	7.0	7.1
Administrative and support services	*6.2	112.5	118.7	*3.7	2.4	2.5
Public administration and safety	22.6	352.0	374.5	13.7	7.6	7.8
Education and training	32.4	197.9	230.3	19.6	4.3	4.8
Health care and social assistance	23.2	233.4	256.6	14.0	5.0	5.3
Arts and recreation services	*5.1	85.2	90.2	*3.1	1.8	1.9
Other services	**1.1	174.4	175.5	**0.7	3.8	3.7
Occupation of main job						
Managers	19.4	559.8	579.2	11.7	12.1	12.1
Professionals	74.3	815.9	890.2	45.0	17.6	18.6
Technicians and trades workers	26.1	1 044.7	1 070.9	15.8	22.6	22.3
Community and personal service workers	10.3	303.0	313.3	6.2	6.5	6.5
Clerical and administrative workers	17.9	350.7	368.6	10.9	7.6	7.7
Sales workers	*3.0	341.8	344.9	*1.8	7.4	7.2
Machinery operators and drivers	*5.3	611.7	617.0	*3.2	13.2	12.9
Labourers	8.9	604.1	613.0	5.4	13.0	12.8
Total	165.3	4 631.7	4 797.1	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	**0.5	36.5	37.0	**0.2	0.9	0.8
Mining	*3.1	33.4	36.4	*1.4	0.8	0.8
Manufacturing	*4.2	197.0	201.2	*1.9	4.6	4.5
Electricity, gas, water and waste services	*3.0	31.0	34.0	*1.3	0.7	0.8
Construction	*2.1	63.3	65.4	*0.9	1.5	1.5
Wholesale trade	*1.9	118.0	119.9	*0.9	2.8	2.7
Retail trade	*6.3	610.8	617.1	*2.8	14.3	13.7
Accommodation and food services	*2.1	383.4	385.4	*0.9	9.0	8.6
Transport, postal and warehousing	**0.8	102.2	103.0	**0.3	2.4	2.3
Information media and telecommunications	*4.2	72.7	76.9	*1.9	1.7	1.7
Financial and insurance services	*5.4	205.3	210.7	*2.4	4.8	4.7
Rental, hiring and real estate services	**0.8	81.0	81.8	**0.4	1.9	1.8
Professional, scientific and technical services	11.2	267.5	278.7	5.0	6.3	6.2
Administrative and support services	*6.5	146.7	153.2	*2.9	3.4	3.4
Public administration and safety	31.7	315.2	347.0	14.2	7.4	7.7
Education and training	88.2	474.5	562.7	39.3	11.1	12.5
Health care and social assistance	43.2	923.4	966.6	19.3	21.6	21.5
Arts and recreation services	*6.1	75.3	81.5	*2.7	1.8	1.8
Other services	*2.8	127.8	130.6	*1.2	3.0	2.9
Occupation of main job						
Managers	15.1	341.8	356.8	6.7	8.0	7.9
Professionals	111.7	1 004.9	1 116.6	49.8	23.6	24.9
Technicians and trades workers	7.9	184.4	192.2	3.5	4.3	4.3
Community and personal service workers	27.4	653.3	680.6	12.2	15.3	15.2
Clerical and administrative workers	50.0	1 081.3	1 131.3	22.3	25.4	25.2
Sales workers	*6.1	617.9	624.0	*2.7	14.5	13.9
Machinery operators and drivers	**0.3	60.0	60.4	**0.1	1.4	1.3
Labourers	*5.6	321.5	327.2	*2.5	7.5	7.3
Total	224.1	4 265.0	4 489.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	*2.1	140.6	142.7	*0.5	1.6	1.5
Mining	13.4	221.4	234.8	3.4	2.5	2.5
Manufacturing	11.5	806.0	817.5	3.0	9.1	8.8
Electricity, gas, water and waste services	7.1	147.4	154.4	1.8	1.7	1.7
Construction	11.3	592.2	603.5	2.9	6.7	6.5
Wholesale trade	*5.0	358.3	363.3	*1.3	4.0	3.9
Retail trade	9.8	1 039.0	1 048.8	2.5	11.7	11.3
Accommodation and food services	*4.7	665.9	670.7	*1.2	7.5	7.2
Transport, postal and warehousing	*4.0	448.2	452.2	*1.0	5.0	4.9
Information media and telecommunications	11.2	166.0	177.2	2.9	1.9	1.9
Financial and insurance services	10.7	361.7	372.5	2.8	4.1	4.0
Rental, hiring and real estate services	**1.4	141.9	143.3	**0.4	1.6	1.5
Professional, scientific and technical services	28.2	589.7	617.9	7.2	6.6	6.7
Administrative and support services	12.7	259.2	271.9	3.3	2.9	2.9
Public administration and safety	54.3	667.2	721.5	13.9	7.5	7.8
Education and training	120.6	672.5	793.0	31.0	7.6	8.5
Health care and social assistance	66.4	1 156.8	1 223.2	17.1	13.0	13.2
Arts and recreation services	11.2	160.5	171.7	2.9	1.8	1.8
Other services	*3.9	302.2	306.2	*1.0	3.4	3.3
Occupation of main job						
Managers	34.5	901.6	936.1	8.9	10.1	10.1
Professionals	186.0	1 820.8	2 006.8	47.8	20.5	21.6
Technicians and trades workers	34.0	1 229.1	1 263.1	8.7	13.8	13.6
Community and personal service workers	37.7	956.3	993.9	9.7	10.7	10.7
Clerical and administrative workers	68.0	1 431.9	1 499.9	17.5	16.1	16.2
Sales workers	9.1	959.7	968.8	2.3	10.8	10.4
Machinery operators and drivers	*5.6	671.7	677.4	*1.4	7.6	7.3
Labourers	14.5	925.6	940.1	3.7	10.4	10.1
Total	389.5	8 896.8	9 286.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements		Without paid leave entitlements	
	'000	'000	'000	'000	'000	%	'000	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	57.9	33.3	*2.7	11.7	60.6	57.4	45.0	42.6
Mining	171.7	23.9	*2.0	**0.8	173.7	87.5	24.7	12.5
Manufacturing	505.7	59.6	18.4	32.6	524.1	85.0	92.1	15.0
Electricity, gas, water and waste services	104.2	10.8	**1.3	*4.0	105.6	87.7	14.9	12.3
Construction	415.4	80.4	14.9	27.3	430.4	80.0	107.7	20.0
Wholesale trade	205.5	17.4	7.9	12.5	213.4	87.7	29.9	12.3
Retail trade	254.2	18.4	40.0	119.1	294.1	68.1	137.6	31.9
Accommodation and food services	97.9	30.9	18.4	138.1	116.3	40.8	168.9	59.2
Transport, postal and warehousing	254.0	44.6	19.0	31.7	273.0	78.2	76.3	21.8
Information media and telecommunications	85.3	*6.1	*3.1	*5.9	88.4	88.1	12.0	11.9
Financial and insurance services	146.3	*6.7	*3.8	*5.0	150.1	92.8	11.7	7.2
Rental, hiring and real estate services	44.8	9.0	*2.9	*4.8	47.7	77.5	13.8	22.5
Professional, scientific and technical services	294.7	17.4	9.8	17.4	304.5	89.8	34.8	10.2
Administrative and support services	64.6	25.5	10.5	18.1	75.1	63.3	43.5	36.7
Public administration and safety	324.5	19.4	15.6	15.1	340.0	90.8	34.5	9.2
Education and training	168.5	7.5	21.8	32.6	190.3	82.6	40.1	17.4
Health care and social assistance	173.1	15.2	36.7	31.6	209.8	81.7	46.8	18.3
Arts and recreation services	58.7	*6.5	*5.8	19.2	64.5	71.5	25.7	28.5
Other services	142.6	14.3	7.4	11.2	150.0	85.4	25.6	14.6
Occupation of main job								
Managers	540.8	19.6	9.6	9.2	550.4	95.0	28.9	5.0
Professionals	760.9	40.0	48.5	40.8	809.4	90.9	80.8	9.1
Technicians and trades workers	870.2	103.0	39.5	58.2	909.7	84.9	161.2	15.1
Community and personal service workers	167.5	35.9	25.1	84.9	192.6	61.5	120.7	38.5
Clerical and administrative workers	300.5	21.3	18.0	28.9	318.4	86.4	50.2	13.6
Sales workers	186.1	17.9	33.2	107.7	219.3	63.6	125.6	36.4
Machinery operators and drivers	455.0	95.6	16.2	50.2	471.2	76.4	145.9	23.6
Labourers	288.6	113.6	51.9	158.8	340.6	55.6	272.4	44.4
Total	3 569.5	447.0	241.9	538.7	3 811.4	79.5	985.7	20.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements		Without paid leave entitlements	
	'000	'000	'000	'000	'000	%	'000	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	8.9	10.2	*5.2	12.7	14.1	38.1	22.9	61.9
Mining	27.1	*4.8	*3.1	**1.4	30.2	83.0	*6.2	*17.0
Manufacturing	129.5	8.7	25.6	37.4	155.1	77.1	46.2	22.9
Electricity, gas, water and waste services	25.7	**1.1	*4.9	*2.3	30.6	89.9	*3.4	*10.1
Construction	38.4	*3.4	13.0	10.6	51.4	78.6	14.0	21.4
Wholesale trade	75.4	7.5	23.1	14.0	98.5	82.1	21.4	17.9
Retail trade	207.0	31.9	132.6	245.7	339.5	55.0	277.5	45.0
Accommodation and food services	82.8	37.8	41.8	222.9	124.7	32.3	260.8	67.7
Transport, postal and warehousing	57.1	8.0	18.4	19.4	75.5	73.4	27.4	26.6
Information media and telecommunications	48.0	*3.7	12.3	12.9	60.3	78.4	16.6	21.6
Financial and insurance services	149.3	*6.2	43.6	11.6	192.9	91.5	17.8	8.5
Rental, hiring and real estate services	48.8	*5.7	12.9	14.3	61.7	75.5	20.1	24.5
Professional, scientific and technical services	175.3	11.7	56.5	35.2	231.8	83.2	46.9	16.8
Administrative and support services	75.1	12.0	32.2	33.9	107.3	70.0	45.9	30.0
Public administration and safety	247.6	10.7	70.7	17.9	318.3	91.7	28.6	8.3
Education and training	288.7	10.3	179.3	84.4	467.9	83.2	94.8	16.8
Health care and social assistance	434.8	37.4	357.2	137.1	792.0	81.9	174.6	18.1
Arts and recreation services	30.9	7.4	9.3	33.9	40.2	49.3	41.3	50.7
Other services	55.0	12.9	30.9	31.8	85.9	65.7	44.7	34.3
Occupation of main job								
Managers	280.9	11.1	44.4	20.5	325.3	91.2	31.5	8.8
Professionals	704.7	35.9	285.9	90.1	990.6	88.7	126.0	11.3
Technicians and trades workers	95.9	14.4	42.1	39.9	137.9	71.7	54.3	28.3
Community and personal service workers	195.9	57.1	200.8	226.8	396.7	58.3	283.9	41.7
Clerical and administrative workers	643.8	42.0	288.4	157.1	932.2	82.4	199.1	17.6
Sales workers	164.1	34.4	123.5	301.9	287.6	46.1	336.3	53.9
Machinery operators and drivers	32.7	7.4	*6.1	14.1	38.8	64.3	21.5	35.7
Labourers	87.5	29.1	81.3	129.3	168.8	51.6	158.4	48.4
Total	2 205.5	231.5	1 072.5	979.6	3 278.0	73.0	1 211.1	27.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements		Without paid leave entitlements	
	'000	'000	'000	'000	'000	%	'000	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	66.9	43.5	7.9	24.5	74.7	52.4	68.0	47.6
Mining	198.8	28.7	*5.1	*2.2	203.9	86.8	30.9	13.2
Manufacturing	635.2	68.3	44.0	70.0	679.2	83.1	138.3	16.9
Electricity, gas, water and waste services	129.9	12.0	*6.2	*6.3	136.1	88.2	18.3	11.8
Construction	453.9	83.8	27.9	37.9	481.8	79.8	121.7	20.2
Wholesale trade	280.9	24.8	31.0	26.5	312.0	85.9	51.3	14.1
Retail trade	461.1	50.3	172.5	364.8	633.7	60.4	415.1	39.6
Accommodation and food services	180.7	68.7	60.2	361.0	241.0	35.9	429.7	64.1
Transport, postal and warehousing	311.1	52.7	37.4	51.1	348.5	77.1	103.7	22.9
Information media and telecommunications	133.3	9.8	15.4	18.7	148.7	83.9	28.6	16.1
Financial and insurance services	295.6	12.9	47.3	16.6	343.0	92.1	29.5	7.9
Rental, hiring and real estate services	93.6	14.8	15.8	19.1	109.4	76.3	33.9	23.7
Professional, scientific and technical services	470.0	29.1	66.2	52.6	536.3	86.8	81.6	13.2
Administrative and support services	139.6	37.5	42.8	52.0	182.4	67.1	89.5	32.9
Public administration and safety	572.1	30.1	86.3	33.1	658.4	91.2	63.1	8.8
Education and training	457.2	17.8	201.0	117.0	658.2	83.0	134.8	17.0
Health care and social assistance	607.9	52.6	393.9	168.7	1 001.8	81.9	221.4	18.1
Arts and recreation services	89.6	13.9	15.1	53.1	104.7	61.0	67.0	39.0
Other services	197.5	27.3	38.3	43.1	235.9	77.0	70.3	23.0
Occupation of main job								
Managers	821.7	30.7	54.0	29.7	875.7	93.5	60.4	6.5
Professionals	1 465.6	76.0	334.4	130.9	1 800.0	89.7	206.8	10.3
Technicians and trades workers	966.0	117.4	81.6	98.1	1 047.6	82.9	215.5	17.1
Community and personal service workers	363.4	92.9	225.9	311.7	589.3	59.3	404.6	40.7
Clerical and administrative workers	944.3	63.4	306.3	185.9	1 250.6	83.4	249.3	16.6
Sales workers	350.2	52.3	156.7	409.6	506.9	52.3	461.9	47.7
Machinery operators and drivers	487.7	103.1	22.2	64.3	510.0	75.3	167.4	24.7
Labourers	376.1	142.7	133.3	288.1	509.4	54.2	430.8	45.8
Total	5 775.0	678.5	1 314.4	1 518.3	7 089.4	76.3	2 196.8	23.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES, Whether had paid leave entitlements—By selected employment characteristics—By sex

	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	180.2	67.1	247.3	4.7	6.8	5.2
Fewer than 12 months	118.7	60.6	179.3	3.1	6.2	3.7
Under 3 months	74.0	40.7	114.7	1.9	4.1	2.4
3 and under 6 months	17.2	10.9	28.1	0.5	1.1	0.6
6 and under 12 months	27.5	9.1	36.6	0.7	0.9	0.8
1 year	27.5	*4.0	31.5	0.7	*0.4	0.7
2 years	15.2	**1.2	16.3	0.4	**0.1	0.3
3 years and over	18.9	**1.3	20.2	0.5	**0.1	0.4
Did not have a set completion date/event	3 631.2	918.5	4 549.8	95.3	93.2	94.8
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	124.7	40.6	165.3	3.3	4.1	3.4
Did not work on a fixed-term contract	3 686.7	945.1	4 631.7	96.7	95.9	96.6
Total	3 811.4	985.7	4 797.1	100.0	100.0	100.0
FEMALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	211.1	81.4	292.6	6.4	6.7	8.9
Fewer than 12 months	172.8	75.5	248.3	5.3	6.2	7.6
Under 3 months	114.5	58.3	172.8	3.5	4.8	5.3
3 and under 6 months	23.2	7.5	30.7	0.7	0.6	0.9
6 and under 12 months	35.1	9.6	44.8	1.1	0.8	1.4
1 year	18.4	*3.9	22.3	0.6	*0.3	0.7
2 years	13.8	**0.7	14.4	0.4	**0.1	0.4
3 years and over	*6.1	**1.4	7.5	*0.2	**0.1	0.2
Did not have a set completion date/event	3 066.9	1 129.7	4 196.6	93.6	93.3	128.0
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	170.7	53.5	224.1	5.2	4.4	6.8
Did not work on a fixed-term contract	3 107.4	1 157.7	4 265.0	94.8	95.6	130.1
Total	3 278.0	1 211.1	4 489.2	100.0	100.0	136.9
PERSONS						
Length of set employment completion date/event(a)						
Had a set completion date/event	391.3	148.6	539.9	5.5	6.8	7.6
Fewer than 12 months	291.5	136.1	427.6	4.1	6.2	6.0
Under 3 months	188.5	99.0	287.5	2.7	4.5	4.1
3 and under 6 months	40.4	18.4	58.8	0.6	0.8	0.8
6 and under 12 months	62.6	18.7	81.4	0.9	0.9	1.1
1 year	45.9	7.9	53.8	0.6	0.4	0.8
2 years	28.9	*1.8	30.7	0.4	*0.1	0.4
3 years and over	25.0	*2.7	27.7	0.4	*0.1	0.4
Did not have a set completion date/event	6 698.1	2 048.2	8 746.3	94.5	93.2	123.4
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	295.4	94.0	389.5	4.2	4.3	5.5
Did not work on a fixed-term contract	6 794.0	2 102.7	8 896.8	95.8	95.7	125.5
Total	7 089.4	2 196.8	9 286.2	100.0	100.0	131.0
* estimate has a relative standard error of 25% to 50% and should be used with caution ** estimate has a relative standard error greater than 50% and is considered too unreliable for general use						
(a) From the date of interview.						

EMPLOYEES, Leave entitlements—By sex

	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	3 768.6	3 225.9	6 994.5	78.6	71.9	75.3
Not entitled to paid holiday leave	952.8	1 206.3	2 159.1	19.9	26.9	23.3
Did not know	75.7	56.9	132.6	1.6	1.3	1.4
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 772.3	3 253.1	7 025.3	78.6	72.5	75.7
Not entitled to paid sick leave	930.9	1 173.5	2 104.4	19.4	26.1	22.7
Did not know	93.9	62.6	156.5	2.0	1.4	1.7
Whether entitled to long service leave						
Entitled to long service leave	3 436.6	2 974.2	6 410.8	71.6	66.3	69.0
Not entitled to long service leave	958.2	1 181.8	2 139.9	20.0	26.3	23.0
Did not know	402.3	333.2	735.5	8.4	7.4	7.9
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	2 209.3	2 459.5	4 668.8	46.1	54.8	50.3
Not entitled to paid maternity/paternity leave	1 315.6	1 393.9	2 709.4	27.4	31.0	29.2
Did not know	1 272.2	635.8	1 908.0	26.5	14.2	20.5
Total	4 797.1	4 489.2	9 286.2	100.0	100.0	100.0

INDEPENDENT CONTRACTORS, Number of employees and selected employment characteristics—By sex

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Number of employees						
None	577.2	241.1	818.3	77.4	85.6	79.7
1–4	119.5	26.8	146.3	16.0	9.5	14.2
5–9	32.4	8.6	41.1	4.4	3.1	4.0
10–19	11.4	*4.1	15.5	1.5	*1.5	1.5
20 or more	*4.7	**1.0	*5.7	*0.6	**0.3	*0.6
Whether usually able to work on more than one active contract						
Usually able to	568.0	213.8	781.8	76.2	75.9	76.1
Not usually able to	177.2	67.8	245.1	23.8	24.1	23.9
Whether had more than one active contract in reference week						
Had only one active contract	395.5	151.8	547.3	53.1	53.9	53.3
Had more than one active contract	349.8	129.8	479.6	46.9	46.1	46.7
Whether able to (sub)contract own work						
Able to (sub)contract own work	526.4	154.9	681.3	70.6	55.0	66.3
Was not able to (sub)contract own work	218.9	126.7	345.6	29.4	45.0	33.7
Who had authority over own working procedures						
Did not have authority over own work	297.6	108.6	406.2	39.9	38.6	39.6
Employer/supervisor/manager/foreman	84.8	36.9	121.7	11.4	13.1	11.9
Business/person contracted to	92.3	28.0	120.3	12.4	9.9	11.7
Customer	52.1	17.2	69.3	7.0	6.1	6.8
Business partner	*4.8	*3.2	8.0	*0.6	*1.1	0.8
Board of management/Chairman of the board	*3.8	**1.6	*5.3	*0.5	**0.6	*0.5
Franchising company	*3.6	**1.2	*4.8	*0.5	**0.4	*0.5
Government or other regulation/standard	49.3	18.8	68.2	6.6	6.7	6.6
Other	6.9	*1.7	8.6	0.9	*0.6	0.8
Had authority over own work	447.7	173.0	620.7	60.1	61.4	60.4
Total	745.3	281.6	1 026.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

INDEPENDENT CONTRACTORS, Whether usually able to work on more than one active contract—By industry and occupation in main job—By sex

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	20.6	*5.8	26.4	78.2	*21.8	100.0
Mining	**1.6	*2.2	*3.8	**41.0	*59.0	*100.0
Manufacturing	27.1	*6.7	33.8	80.2	*19.8	100.0
Electricity, gas, water and waste services	*3.4	**1.0	*4.4	*77.6	**22.4	*100.0
Construction	239.8	68.1	307.9	77.9	22.1	100.0
Wholesale trade	14.0	*4.0	18.0	77.7	*22.3	100.0
Retail trade	13.2	7.7	20.9	63.1	36.9	100.0
Accommodation and food services	*2.4	**0.4	*2.7	*86.3	**13.7	*100.0
Transport, postal and warehousing	41.7	32.1	73.8	56.5	43.5	100.0
Information media and telecommunications	7.2	*3.5	10.7	67.6	*32.4	100.0
Financial and insurance services	10.7	*2.3	13.1	82.1	*17.9	100.0
Rental, hiring and real estate services	10.5	*2.0	12.4	84.3	*15.7	100.0
Professional, scientific and technical services	70.0	13.2	83.1	84.1	15.9	100.0
Administrative and support services	39.7	*5.3	45.0	88.2	*11.8	100.0
Public administration and safety	*3.7	*4.7	8.4	*44.5	*55.5	100.0
Education and training	12.8	*3.9	16.7	76.8	*23.2	100.0
Health care and social assistance	13.5	*4.6	18.2	74.5	*25.5	100.0
Arts and recreation services	8.2	*3.0	11.2	72.9	*27.1	100.0
Other services	27.9	*6.7	34.6	80.6	*19.4	100.0
Occupation of main job						
Managers	84.8	15.9	100.7	84.2	15.8	100.0
Professionals	96.2	22.6	118.8	81.0	19.0	100.0
Technicians and trades workers	218.5	59.6	278.1	78.6	21.4	100.0
Community and personal service workers	10.2	*5.7	16.0	64.1	*35.9	100.0
Clerical and administrative workers	15.1	8.9	24.0	63.0	37.0	100.0
Sales workers	16.1	7.1	23.3	69.4	30.6	100.0
Machinery operators and drivers	46.9	37.2	84.1	55.8	44.2	100.0
Labourers	80.2	20.2	100.4	79.9	20.1	100.0
Total	568.0	177.2	745.3	76.2	23.8	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	*2.6	*2.2	*4.7	*54.4	*45.6	*100.0
Mining	**0.4	**0.7	**1.2	**36.6	**63.4	**100.0
Manufacturing	*5.7	*2.2	7.9	*71.7	*28.3	100.0
Electricity, gas, water and waste services	**0.5	**0.1	**0.6	**79.2	**20.8	**100.0
Construction	18.5	*4.0	22.5	82.3	*17.7	100.0
Wholesale trade	*4.1	*1.9	*6.0	*67.9	*32.1	*100.0
Retail trade	11.4	*6.3	17.8	64.5	*35.5	100.0
Accommodation and food services	*3.9	*4.0	7.8	*49.4	*50.6	100.0
Transport, postal and warehousing	*6.1	*3.9	10.0	*61.4	*38.6	100.0
Information media and telecommunications	*2.0	*3.4	*5.4	*37.8	*62.2	*100.0
Financial and insurance services	*2.8	—	*2.8	*100.0	—	*100.0
Rental, hiring and real estate services	*5.5	**1.3	*6.8	*80.3	**19.7	*100.0
Professional, scientific and technical services	42.4	7.8	50.2	84.5	15.5	100.0
Administrative and support services	33.9	*5.0	38.9	87.1	*12.9	100.0
Public administration and safety	*1.8	*1.8	*3.6	*50.7	*49.3	*100.0
Education and training	15.0	*5.0	20.0	74.9	*25.1	100.0
Health care and social assistance	30.9	10.6	41.5	74.5	25.5	100.0
Arts and recreation services	8.1	*1.8	9.9	81.6	*18.4	100.0
Other services	18.1	*5.8	23.9	75.6	*24.4	100.0
Occupation of main job						
Managers	18.0	7.8	25.7	69.8	30.2	100.0
Professionals	71.7	20.9	92.6	77.4	22.6	100.0
Technicians and trades workers	16.8	7.9	24.7	67.9	32.1	100.0
Community and personal service workers	25.7	8.1	33.8	76.1	23.9	100.0
Clerical and administrative workers	44.0	12.0	56.0	78.7	21.3	100.0
Sales workers	9.2	*4.3	13.5	68.0	*32.0	100.0
Machinery operators and drivers	*2.6	**1.6	*4.2	*61.3	**38.7	*100.0
Labourers	25.8	*5.2	31.0	83.2	*16.8	100.0
Total	213.8	67.8	281.6	75.9	24.1	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	23.2	7.9	31.1	74.6	25.4	100.0
Mining	*2.0	*3.0	*5.0	*40.0	*60.0	*100.0
Manufacturing	32.8	9.0	41.8	78.6	21.4	100.0
Electricity, gas, water and waste services	*3.9	**1.1	*5.0	*77.8	**22.2	*100.0
Construction	258.3	72.1	330.4	78.2	21.8	100.0
Wholesale trade	18.1	*5.9	24.0	75.2	*24.8	100.0
Retail trade	24.6	14.0	38.6	63.7	36.3	100.0
Accommodation and food services	*6.2	*4.3	10.6	*59.0	*41.0	100.0
Transport, postal and warehousing	47.8	36.0	83.8	57.1	42.9	100.0
Information media and telecommunications	9.2	*6.8	16.0	57.6	*42.4	100.0
Financial and insurance services	13.6	*2.3	15.9	85.3	*14.7	100.0
Rental, hiring and real estate services	15.9	*3.3	19.2	82.9	*17.1	100.0
Professional, scientific and technical services	112.4	21.0	133.3	84.3	15.7	100.0
Administrative and support services	73.6	10.3	84.0	87.7	12.3	100.0
Public administration and safety	*5.6	*6.4	12.0	*46.3	*53.7	100.0
Education and training	27.8	8.9	36.7	75.8	24.2	100.0
Health care and social assistance	44.4	15.2	59.7	74.5	25.5	100.0
Arts and recreation services	16.3	*4.9	21.2	77.0	*23.0	100.0
Other services	46.0	12.5	58.5	78.6	21.4	100.0
Occupation of main job						
Managers	102.7	23.7	126.4	81.3	18.7	100.0
Professionals	167.9	43.6	211.4	79.4	20.6	100.0
Technicians and trades workers	235.3	67.6	302.8	77.7	22.3	100.0
Community and personal service workers	35.9	13.8	49.7	72.3	27.7	100.0
Clerical and administrative workers	59.1	20.8	80.0	74.0	26.0	100.0
Sales workers	25.4	11.4	36.8	68.9	31.1	100.0
Machinery operators and drivers	49.5	38.8	88.3	56.1	43.9	100.0
Labourers	106.0	25.4	131.4	80.7	19.3	100.0
Total	781.8	245.1	1 026.9	76.1	23.9	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Whether currently registered with a labour hire firm/employment agency						
Currently registered with a labour hire firm/employment agency	137.7	91.1	228.8	40.6	34.2	37.8
Not currently registered with a labour hire firm/employment agency	201.5	175.1	376.6	59.4	65.8	62.2
Whether paid by a labour hire firm/employment agency						
Paid by labour hire firm/employment agency	87.9	53.8	141.7	25.9	20.2	23.4
Was not paid by labour hire firm/employment agency	251.4	212.4	463.7	74.1	79.8	76.6
Whether still registered with the same labour hire firm/employment agency that found job						
Still registered	148.2	91.7	239.8	43.7	34.4	39.6
Not still registered	191.1	174.5	365.6	56.3	65.6	60.4
Whether usually had continuous/ongoing work from a labour hire firm/employment agency						
Usually had continuous/ongoing work	127.2	84.1	211.4	37.5	31.6	34.9
Did not usually had continuous/ongoing work	212.0	182.1	394.1	62.5	68.4	65.1
All reasons for using a labour hire firm/employment agency(a)						
Ease of obtaining work through a labour hire firm	171.0	136.1	307.1	50.4	51.1	50.7
Hassle free	63.4	59.7	123.1	18.7	22.4	20.3
Like short-term work	9.7	7.4	17.1	2.9	2.8	2.8
Unable to find work in their line of business	29.9	17.3	47.1	8.8	6.5	7.8
Condition of working in job/industry	32.5	13.4	45.9	9.6	5.0	7.6
Lack of experience prevents finding permanent job	8.3	10.3	18.6	2.5	3.9	3.1
Gain more experience	11.9	9.3	21.3	3.5	3.5	3.5
Flexibility	16.8	17.4	34.3	5.0	6.5	5.7
Other	77.4	59.7	137.1	22.8	22.4	22.6
Total	339.2	266.2	605.4	100.0	100.0	100.0

(a) Refers to all reasons for using a labour hire firm/employment agency, therefore people may appear in more than one category.

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected personal characteristics—By

sex

	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total
	'000	'000	'000	%	%	%
MALES						
Relationship in household						
Family member	105.0	167.4	272.5	82.5	79.0	80.3
Husband, wife or partner	72.4	135.1	207.6	56.9	63.8	61.2
With dependants	39.7	76.3	116.0	31.2	36.0	34.2
Without dependants	32.7	58.8	91.6	25.7	27.8	27.0
Lone parent	*3.7	*2.4	*6.1	*2.9	*1.1	*1.8
With dependants	*3.2	*1.4	*4.7	*2.5	*0.7	*1.4
Without dependants	*0.4	*0.9	*1.4	*0.3	*0.4	*0.4
Dependent student	*1.6	*1.4	*3.1	*1.3	*0.7	*0.9
Non-dependent child	22.8	23.5	46.3	17.9	11.1	13.7
Other family person	*4.4	*4.9	9.4	*3.5	*2.3	2.8
Non-family member	20.2	42.5	62.7	15.9	20.1	18.5
Lone person	10.5	26.8	37.3	8.2	12.7	11.0
Not living alone	9.7	15.7	25.4	7.6	7.4	7.5
Relationship not determined	*2.0	*2.0	*4.0	*1.6	*0.9	*1.2
Age group (years)						
15–19	*4.6	*2.8	7.4	*3.6	*1.3	2.2
20–24	19.9	18.2	38.1	15.6	8.6	11.2
25–34	47.3	74.4	121.7	37.1	35.1	35.9
35–44	28.8	54.6	83.3	22.6	25.7	24.6
45–54	16.3	38.2	54.5	12.8	18.0	16.1
55–59	6.9	11.9	18.8	5.4	5.6	5.5
60–64	1.5	9.6	11.1	*1.2	4.5	3.3
65 and over	*2.1	*2.3	*4.4	*1.6	*1.1	*1.3
Country of birth						
Born in Australia	75.6	141.1	216.7	59.4	66.5	63.9
Born overseas	51.6	70.9	122.5	40.6	33.5	36.1
Born in main English-speaking countries	24.4	28.9	53.3	19.2	13.6	15.7
Born in other than main English-speaking countries	27.2	42.0	69.2	21.4	19.8	20.4
State or territory of usual residence						
New South Wales	35.0	62.5	97.5	27.5	29.5	28.7
Victoria	30.4	62.4	92.7	23.9	29.4	27.3
Queensland	24.2	41.4	65.6	19.0	19.5	19.3
South Australia	12.5	20.4	32.9	9.8	9.6	9.7
Western Australia	19.9	17.7	37.6	15.6	8.4	11.1
Tasmania	*2.4	*2.9	*5.2	1.9	*1.3	*1.5
Northern Territory	**0.7	**1.6	*2.3	0.5	**0.8	*0.7
Australian Capital Territory	*2.4	*3.1	*5.5	1.9	*1.5	*1.6
Total	127.2	212.0	339.2	100.0	100.0	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected personal characteristics—By

sex *continued*

	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total
	'000	'000	'000	%	%	%
FEMALES						
Relationship in household						
Family member	69.9	143.6	213.5	83.1	*78.9	*80.2
Husband, wife or partner	45.4	99.9	145.3	53.9	**54.9	*54.6
With dependants	14.8	42.8	57.6	17.7	*23.5	*21.6
Without dependants	30.5	57.1	87.7	36.3	31.4	32.9
Lone parent	8.4	16.7	25.1	10.0	9.2	9.4
With dependants	*6.6	13.8	20.4	*7.8	7.6	7.7
Without dependants	*1.8	*2.9	*4.7	*2.1	*1.6	*1.8
Dependent student	**0.6	**1.6	*2.1	**0.7	**0.9	*0.8
Non-dependent child	14.0	19.6	33.6	16.6	10.8	12.6
Other family person	**1.6	*5.8	7.4	**1.9	*3.2	2.8
Non-family member	13.0	37.0	50.0	15.4	20.3	18.8
Lone person	*6.6	26.8	33.4	*7.8	14.7	12.5
Not living alone	*6.4	10.2	16.6	*7.6	5.6	6.2
Relationship not determined	**1.2	**1.5	*2.7	**1.5	**0.8	*1.0
Age group (years)						
15–19	*2.9	*2.9	*5.8	*3.5	*1.6	*2.2
20–24	14.0	18.0	32.0	16.7	9.9	12.0
25–34	28.7	59.0	87.7	34.2	32.4	32.9
35–44	17.6	50.2	67.8	20.9	27.6	25.5
45–54	12.4	29.0	41.4	14.7	15.9	15.5
55–59	*5.5	12.3	17.8	*6.6	6.8	6.7
60–64	*2.1	9.0	11.0	*2.5	4.9	4.1
65 and over	**0.8	*1.7	*2.5	**1.0	*0.9	*0.9
Country of birth						
Born in Australia	55.3	124.3	179.6	65.8	68.2	67.5
Born overseas	28.8	57.4	86.2	34.2	31.5	32.4
Born in main English-speaking countries	13.4	28.8	42.2	16.0	15.8	15.9
Born in other than main English-speaking countries	15.4	28.6	43.9	18.3	15.7	16.5
State or territory of usual residence						
New South Wales	22.8	61.2	84.0	27.1	33.6	31.6
Victoria	31.0	55.9	86.9	36.9	30.7	32.6
Queensland	13.9	29.8	43.6	16.5	16.4	16.4
South Australia	*5.7	13.3	19.0	*6.8	7.3	7.1
Western Australia	7.8	14.2	22.0	9.3	7.8	8.3
Tasmania	**1.3	*3.1	*4.4	**1.6	*1.7	*1.7
Northern Territory	**0.2	**1.1	**1.2	**0.2	**0.6	**0.5
Australian Capital Territory	**1.4	*3.6	*5.0	**1.7	*2.0	*1.9
Total	84.1	182.1	266.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected personal characteristics—By

sex continued

	Usually had continuous/ongoing work '000	Did not usually have continuous/ongoing work '000	Total '000	Usually had continuous/ongoing work %	Did not usually have continuous/ongoing work %	Total %
PERSONS						
Relationship in household						
Family member	174.9	311.1	486.0	**82.8	*78.9	*80.3
Husband, wife or partner	117.8	235.0	352.9	**55.7	**59.6	**58.3
With dependants	54.6	119.1	173.6	**25.8	*30.2	*28.7
Without dependants	63.3	116.0	179.2	29.9	29.4	29.6
Lone parent	12.1	19.1	31.2	5.7	4.9	5.1
With dependants	9.8	15.3	25.1	4.6	3.9	4.1
Without dependants	*2.2	*3.8	*6.1	*1.1	*1.0	*1.0
Dependent student	*2.2	*3.0	*5.2	*1.0	*0.8	*0.9
Non-dependent child	36.8	43.1	80.0	17.4	10.9	13.2
Other family person	*6.0	10.7	16.7	*2.8	2.7	2.8
Non-family member	33.2	79.5	112.7	15.7	20.2	18.6
Lone person	17.1	53.6	70.7	8.1	13.6	11.7
Not living alone	16.1	25.9	42.0	7.6	6.6	6.9
Relationship not determined	*3.3	*3.5	*6.8	*1.5	*0.9	*1.1
Age group (years)						
15–19	7.5	*5.7	13.2	3.6	*1.5	2.2
20–24	33.9	36.2	70.1	16.1	9.2	11.6
25–34	76.0	133.4	209.4	36.0	33.9	34.6
35–44	46.4	104.8	151.2	21.9	26.6	25.0
45–54	28.7	67.2	95.9	13.6	17.0	15.8
55–59	12.4	24.2	36.6	5.9	6.1	6.1
60–64	*3.5	18.5	22.1	*1.7	4.7	3.6
65 and over	*2.9	*4.0	6.9	*1.4	*1.0	1.1
Country of birth						
Born in Australia	130.9	265.3	396.3	62.0	67.3	65.5
Born overseas	80.4	128.3	208.7	38.0	32.5	34.5
Born in main English-speaking countries	37.8	57.7	95.5	17.9	14.6	15.8
Born in other than main English-speaking countries	42.6	70.6	113.2	20.2	17.9	18.7
State or territory of usual residence						
New South Wales	57.8	123.7	181.5	27.3	31.4	30.0
Victoria	61.4	118.2	179.6	29.0	30.0	29.7
Queensland	38.0	71.2	109.2	18.0	18.1	18.0
South Australia	18.2	33.7	51.9	8.6	8.6	8.6
Western Australia	27.7	31.9	59.6	13.1	8.1	9.8
Tasmania	*3.7	*5.9	9.7	*1.8	*1.5	1.6
Northern Territory	**0.8	*2.7	*3.5	**0.4	*0.7	*0.6
Australian Capital Territory	*3.8	*6.7	10.5	*1.8	*1.7	1.7
Total	211.4	394.1	605.4	100.0	100.0	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—by industry and occupation of main
job

	<i>Usually had continuous/ ongoing work</i>	<i>Did not usually have continuous/ ongoing work</i>	<i>Total</i>	<i>Usually had continuous/ ongoing work</i>	<i>Did not usually have continuous/ ongoing work</i>	<i>Total</i>
	'000	'000	'000	%	%	%
Industry of main job						
Agriculture, forestry and fishing	*1.8	*4.3	*6.1	*0.9	*1.1	*1.0
Mining	13.0	10.9	23.8	6.1	2.8	3.9
Manufacturing	25.7	65.2	90.9	12.1	16.5	15.0
Electricity, gas, water and waste services	*5.4	9.2	14.7	*2.6	2.3	2.4
Construction	13.7	22.4	36.1	6.5	5.7	6.0
Wholesale trade	12.5	20.7	33.2	5.9	5.3	5.5
Retail trade	9.2	29.1	38.4	4.4	7.4	6.3
Accommodation and food services	8.0	12.1	20.1	3.8	3.1	3.3
Transport, postal and warehousing	17.1	22.2	39.3	8.1	5.6	6.5
Information media and telecommunications	*5.9	12.4	18.3	*2.8	3.2	3.0
Financial and insurance services	16.8	35.7	52.5	8.0	9.1	8.7
Rental, hiring and real estate services	*2.0	*4.3	*6.3	*1.0	*1.1	*1.0
Professional, scientific and technical services	12.6	41.5	54.1	5.9	10.5	8.9
Administrative and support services	30.0	15.4	45.5	14.2	3.9	7.5
Public administration and safety	13.9	30.8	44.7	6.6	7.8	7.4
Education and training	*4.6	13.6	18.2	*2.2	3.5	3.0
Health care and social assistance	15.4	32.4	47.8	7.3	8.2	7.9
Arts and recreation services	**1.6	*5.1	*6.6	**0.7	*1.3	*1.1
Other services	*2.1	*6.6	8.8	*1.0	*1.7	1.5
Occupation of main job						
Managers	7.6	41.6	49.2	3.6	10.6	8.1
Professionals	44.5	89.4	133.9	21.0	22.7	22.1
Technicians and trades workers	29.3	37.1	66.4	13.8	9.4	11.0
Community and personal service workers	14.0	15.8	29.9	6.6	4.0	4.9
Clerical and administrative workers	46.2	90.9	137.1	21.8	23.1	22.6
Sales workers	*6.6	26.4	33.0	*3.1	6.7	5.5
Machinery operators and drivers	34.1	48.9	83.0	16.1	12.4	13.7
Labourers	29.2	43.8	73.0	13.8	11.1	12.1
Total	211.4	394.1	605.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By hours actually worked in main job—By

sex

	Usually had continuous/ ongoing work	Did not usually have continuous/ ongoing work	Total	Usually had continuous/ ongoing work	Did not usually have continuous/ ongoing work	Total
	'000	'000	'000	%	%	%
MALES						
Hours actually worked in main job						
Less than 1 hour/no hours	*5.6	*5.7	11.3	*4.4	*2.7	3.3
1–14	9.1	8.9	18.0	7.1	4.2	5.3
15–19	*3.6	6.9	10.5	*2.9	3.3	3.1
20–24	*6.3	9.2	15.5	*4.9	4.3	4.6
25–29	*1.7	*4.7	*6.5	*1.3	*2.2	*1.9
30–34	9.1	22.4	31.5	7.1	10.6	9.3
35	*3.0	*6.2	9.2	*2.4	*2.9	2.7
36–39	23.6	37.9	61.4	18.5	17.9	18.1
40	24.6	39.9	64.5	19.3	18.8	19.0
41–44	8.0	10.7	18.7	6.3	5.0	5.5
45–48	12.0	22.6	34.7	9.5	10.7	10.2
49 or more	20.6	36.9	57.5	16.2	17.4	17.0
Total	127.2	212.0	339.2	100.0	100.0	100.0
FEMALES						
Hours actually worked in main job						
Less than 1 hour/no hours	*5.4	10.6	16.1	*6.5	5.8	6.0
1–14	8.3	10.9	19.2	9.9	6.0	7.2
15–19	*6.8	8.5	15.3	*8.0	4.7	5.7
20–24	10.6	24.6	35.2	12.6	13.5	13.2
25–29	*5.6	12.9	18.5	*6.6	7.1	6.9
30–34	7.8	16.5	24.4	9.3	9.1	9.1
35	*2.4	7.2	9.7	*2.9	4.0	3.6
36–39	13.1	32.2	45.3	15.6	17.7	17.0
40	14.3	26.9	41.2	17.0	14.8	15.5
41–44	*2.0	9.7	11.7	*2.4	5.3	4.4
45–48	*4.3	9.2	13.5	*5.1	5.1	5.1
49 or more	*3.5	12.7	16.2	*4.2	7.0	6.1
Total	84.1	182.1	266.2	100.0	100.0	100.0
PERSONS						
Hours actually worked in main job						
Less than 1 hour/no hours	11.1	16.3	27.3	5.2	4.1	4.5
1–14	17.4	19.8	37.2	8.2	5.0	6.1
15–19	10.4	15.4	25.8	4.9	3.9	4.3
20–24	16.9	33.8	50.7	8.0	8.6	8.4
25–29	7.3	17.6	24.9	3.5	4.5	4.1
30–34	16.9	38.9	55.8	8.0	9.9	9.2
35	*5.4	13.5	18.9	*2.6	3.4	3.1
36–39	36.7	70.1	106.8	17.3	17.8	17.6
40	38.9	66.8	105.7	18.4	17.0	17.5
41–44	10.0	20.4	30.4	4.7	5.2	5.0
45–48	16.3	31.8	48.2	7.7	8.1	8.0
49 or more	24.1	49.6	73.8	11.4	12.6	12.2
Total	211.4	394.1	605.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected characteristics—By sex

	Usually had continuous/ ongoing work '000	Did not usually have continuous/ ongoing work '000	Total '000	Usually had continuous/ ongoing work %	Did not usually have continuous/ ongoing work %	Total %
MALES						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	12.2	125.8	138.0	9.6	59.3	40.7
1	81.4	71.6	153.0	64.0	33.8	45.1
2–3	23.0	9.9	32.9	18.1	4.7	9.7
4–5	*3.4	*2.6	*6.0	*2.7	*1.2	*1.8
6–7	**1.0	**0.1	**1.1	**0.8	**0.1	**0.3
8 and over	*6.3	*1.9	8.2	*4.9	*0.9	2.4
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	66.8	94.3	161.1	52.5	44.5	47.5
Hassle free	13.4	18.7	32.1	10.6	8.8	9.5
Like short-term work	*1.8	**1.5	*3.3	*1.4	**0.7	*1.0
Unable to find work in their line of business	*6.5	14.8	21.3	*5.1	7.0	6.3
Condition of working in job/industry	9.0	16.1	25.1	7.1	7.6	7.4
Lack of experience prevents finding permanent job	**1.6	*4.4	*6.0	**1.2	*2.1	*1.8
Gain more experience	*4.2	*2.2	*6.4	*3.3	*1.0	*1.9
Flexibility	*3.9	*6.2	10.1	*3.1	*2.9	3.0
Other	20.0	53.7	73.8	15.7	25.3	21.7
Continuous duration with current employer/business						
Fewer than 12 months	67.8	57.8	125.6	53.3	27.3	37.0
Under 3 months	24.2	18.3	42.5	19.0	8.6	12.5
3 and under 6 months	22.5	17.5	40.0	17.7	8.3	11.8
6 and under 12 months	21.0	22.0	43.0	16.5	10.4	12.7
1–2 years	30.9	42.8	73.7	24.3	20.2	21.7
3–5 years	21.4	66.8	88.2	16.8	31.5	26.0
6–9 years	*3.8	23.3	27.1	*3.0	11.0	8.0
10–20 years	*2.7	19.1	21.7	*2.1	9.0	6.4
20 years and over	**0.7	*2.3	*3.0	**0.6	*1.1	*0.9
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	96.1	186.5	282.5	75.5	87.9	83.3
Did not expect to be with current employer/business in 12 months	31.2	25.5	56.7	24.5	12.1	16.7
Total	127.2	212.0	339.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

continued

	Usually had continuous/ ongoing work '000	Did not usually have continuous/ ongoing work '000	Total '000	Usually had continuous/ ongoing work %	Did not usually have continuous/ ongoing work %	Total %
FEMALES						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	10.2	110.4	120.6	12.1	60.6	45.3
1	52.8	55.9	108.7	62.7	30.7	40.8
2–3	15.4	8.2	23.6	18.3	4.5	8.9
4–5	**0.8	*2.5	*3.3	**0.9	*1.4	*1.2
6–7	**1.2	**0.5	*1.7	**1.4	**0.3	*0.6
8 and over	*3.8	*4.6	8.4	*4.5	*2.5	3.2
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	44.7	80.5	125.2	53.1	44.2	47.0
Hassle free	12.6	26.5	39.1	15.0	14.5	14.7
Like short-term work	*1.9	**1.4	*3.3	*2.3	**0.8	*1.3
Unable to find work in their line of business	*3.3	7.6	10.9	*3.9	4.2	4.1
Condition of working in job/industry	*5.4	*6.6	12.0	*6.4	*3.6	4.5
Lack of experience prevents finding permanent job	**1.3	*4.8	*6.1	**1.6	*2.6	*2.3
Gain more experience	**0.4	*3.6	*4.0	**0.5	*2.0	*1.5
Flexibility	*4.1	*4.0	8.1	*4.8	*2.2	3.0
Other	10.4	47.0	57.4	12.3	25.8	21.5
Continuous duration with current employer/business						
Fewer than 12 months	44.4	46.5	90.8	52.7	25.5	34.1
Under 3 months	12.6	14.6	27.2	15.0	8.0	10.2
3 and under 6 months	15.0	12.8	27.9	17.9	7.1	10.5
6 and under 12 months	16.7	19.0	35.7	19.8	10.4	13.4
1–2 years	23.6	43.7	67.3	28.0	24.0	25.3
3–5 years	10.4	40.7	51.1	12.3	22.3	19.2
6–9 years	*3.0	27.5	30.5	*3.5	15.1	11.4
10–20 years	*2.4	20.9	23.3	*2.8	11.5	8.7
20 years and over	**0.5	*2.9	*3.3	**0.5	*1.6	*1.2
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	64.7	158.5	223.3	76.9	87.1	83.9
Did not expect to be with current employer/business in 12 months	19.4	23.6	43.0	23.1	12.9	16.1
Total	84.1	182.1	266.2	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected characteristics—By sex

continued

	Usually had continuous/ ongoing work '000	Did not usually have continuous/ ongoing work '000	Total '000	Usually had continuous/ ongoing work %	Did not usually have continuous/ ongoing work %	Total %
PERSONS						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	22.4	236.1	258.5	10.6	59.9	42.7
1	134.1	127.5	261.7	63.5	32.4	43.2
2–3	38.4	18.1	56.5	18.2	4.6	9.3
4–5	*4.2	*5.1	9.3	*2.0	*1.3	1.5
6–7	*2.2	**0.6	*2.8	*1.0	**0.2	*0.5
8 and over	10.0	*6.5	16.6	4.8	*1.7	2.7
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	111.5	174.8	286.3	52.7	44.4	47.3
Hassle free	26.1	45.1	71.2	12.3	11.4	11.8
Like short-term work	*3.7	*2.9	*6.7	*1.8	*0.7	*1.1
Unable to find work in their line of business	9.8	22.4	32.2	4.6	5.7	5.3
Condition of working in job/industry	14.4	22.7	37.1	6.8	5.8	6.1
Lack of experience prevents finding permanent job	*2.9	9.2	12.1	*1.4	2.3	2.0
Gain more experience	*4.6	*5.8	10.4	*2.2	*1.5	1.7
Flexibility	8.0	10.3	18.3	3.8	2.6	3.0
Other	30.4	100.7	131.1	14.4	25.6	21.7
Continuous duration with current employer/business						
Fewer than 12 months	112.1	104.3	216.4	53.1	26.5	35.7
Under 3 months	36.9	32.9	69.8	17.5	8.4	11.5
3 and under 6 months	37.5	30.3	67.9	17.8	7.7	11.2
6 and under 12 months	37.7	41.0	78.7	17.8	10.4	13.0
1–2 years	54.5	86.5	141.0	25.8	21.9	23.3
3–5 years	31.7	107.5	139.2	15.0	27.3	23.0
6–9 years	*6.8	50.8	57.6	*3.2	12.9	9.5
10–20 years	*5.0	40.0	45.0	*2.4	10.1	7.4
20 years and over	**1.2	*5.1	*6.3	**0.6	*1.3	*1.0
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	160.8	345.0	505.8	76.1	87.5	83.5
Did not expect to be with current employer/business in 12 months	50.6	49.1	99.7	23.9	12.5	16.5
Total	211.4	394.1	605.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PERSONS WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether paid by a labour hire firm/employment agency—By selected characteristics

	<i>Paid by a labour hire firm/ employment agency(a)</i>	<i>Was not paid by a labour hire firm/ employment agency</i>	<i>Total</i>	<i>Paid by a labour hire firm/ employment agency(a)</i>	<i>Was not paid by a labour hire firm/ employment agency</i>	<i>Total</i>
	'000	'000	'000	%	%	%
Industry of main job						
Agriculture, forestry and fishing	*2.1	*4.0	*6.1	*1.5	*0.9	*1.0
Mining	10.7	13.1	23.8	7.5	2.8	3.9
Manufacturing	18.7	72.2	90.9	13.2	15.6	15.0
Electricity, gas, water and waste services	*4.6	10.1	14.7	*3.2	2.2	2.4
Construction	8.9	27.2	36.1	6.3	5.9	6.0
Wholesale trade	7.2	26.0	33.2	5.1	5.6	5.5
Retail trade	*2.6	35.8	38.4	*1.8	7.7	6.3
Accommodation and food services	*2.4	17.8	20.1	*1.7	3.8	3.3
Transport, postal and warehousing	11.9	27.4	39.3	8.4	5.9	6.5
Information media and telecommunications	*4.2	14.1	18.3	*3.0	3.0	3.0
Financial and insurance services	*6.2	46.3	52.5	*4.4	10.0	8.7
Rental, hiring and real estate services	**0.7	*5.6	*6.3	**0.5	*1.2	*1.0
Professional, scientific and technical services	7.1	47.0	54.1	5.0	10.1	8.9
Administrative and support services	28.8	16.7	45.5	20.3	3.6	7.5
Public administration and safety	11.6	33.1	44.7	8.2	7.1	7.4
Education and training	*1.7	16.5	18.2	*1.2	3.6	3.0
Health care and social assistance	9.0	38.8	47.8	6.3	8.4	7.9
Arts and recreation services	**1.5	*5.2	*6.6	**1.0	*1.1	*1.1
Other services	*1.7	7.1	8.8	*1.2	1.5	1.5
Occupation of main job						
Managers	*4.6	44.6	49.2	*3.2	9.6	8.1
Professionals	24.5	109.4	133.9	17.3	23.6	22.1
Technicians and trades workers	18.4	47.9	66.4	13.0	10.3	11.0
Community and personal service workers	10.4	19.4	29.9	7.4	4.2	4.9
Clerical and administrative workers	30.2	106.9	137.1	21.3	23.1	22.6
Sales workers	*2.8	30.2	33.0	*2.0	6.5	5.5
Machinery operators and drivers	27.3	55.7	83.0	19.3	12.0	13.7
Labourers	23.4	49.6	73.0	16.5	10.7	12.1
Whether usually had continuous/ongoing work from a labour hire firm/employment agency						
Usually had continuous/ongoing work	115.5	95.8	211.4	81.5	20.7	34.9
Did not usually have continuous/ongoing work	26.2	367.9	394.1	18.5	79.3	65.1
All reasons for using a labour hire firm/employment agency(b)						
Ease of obtaining work through a labour hire firm	76.3	230.9	307.1	53.8	49.8	50.7
Hassle free	32.8	90.4	123.1	23.1	19.5	20.3
Like short-term work	9.8	7.3	17.1	6.9	1.6	2.8
Unable to find work in their line of business	16.9	30.2	47.1	11.9	6.5	7.8
Condition of working in job/industry	16.6	29.3	45.9	11.7	6.3	7.6
Lack of experience prevents finding permanent job	*6.0	12.6	18.6	*4.2	2.7	3.1
Gain more experience	*6.4	14.8	21.3	*4.5	3.2	3.5
Flexibility	13.9	20.4	34.3	9.8	4.4	5.7
Other	21.5	115.6	137.1	15.2	24.9	22.6
Total	141.7	463.7	605.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) These persons are defined as labour hire workers. See Glossary for more information.

(b) Refers to all reasons for using a labour hire firm/employment agency, therefore people may appear in more than one category.

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1 Employed persons	1 954.1	1 547.3	1 258.6	441.8	689.0	124.5	63.5	106.4	6 185.3
Population 2 Employees	1 514.8	1 190.1	980.2	338.7	536.9	96.1	52.1	88.2	4 797.1
Population 3 Employees with paid leave entitlements	1 214.2	966.9	748.8	256.8	434.6	74.7	41.3	74.2	3 811.4
Population 4 Employees without paid leave entitlements	300.6	223.2	231.5	81.9	102.3	21.4	10.8	14.0	985.7
Population 5 Independent contractors	218.6	195.2	154.1	50.7	90.9	16.6	8.2	10.9	745.3
Population 6 Other business operators	220.7	162.0	124.3	52.4	61.2	11.8	3.3	7.2	642.9
Population 7 Persons who found their job through a labour hire firm/employment agency	97.5	92.7	65.6	32.9	37.6	5.2	2.3	5.5	339.2
FEMALES									
Population 1 Employed persons	1 626.1	1 292.9	1 070.4	374.9	542.1	109.0	55.9	96.8	5 168.2
Population 2 Employees	1 407.6	1 117.6	924.0	327.6	472.9	97.6	51.3	90.5	4 489.2
Population 3 Employees with paid leave entitlements	1 020.8	850.1	655.7	222.9	345.0	71.0	39.3	73.3	3 278.0
Population 4 Employees without paid leave entitlements	386.8	267.4	268.4	104.8	127.9	26.6	12.0	17.2	1 211.1
Population 5 Independent contractors	88.0	79.5	55.4	17.2	33.2	3.3	2.4	2.6	281.6
Population 6 Other business operators	130.4	95.8	90.9	30.1	35.9	8.1	2.2	3.8	397.4
Population 7 Persons who found their job through a labour hire firm/employment agency	84.0	86.9	43.6	19.0	22.0	4.4	1.2	5.0	266.2
PERSONS									
Population 1 Employed persons	3 580.2	2 840.2	2 329.0	816.8	1 231.1	233.5	119.4	203.2	11 353.4
Population 2 Employees	2 922.4	2 307.7	1 904.2	666.3	1 009.8	193.7	103.4	178.7	9 286.2
Population 3 Employees with paid leave entitlements	2 235.0	1 817.0	1 404.4	479.7	779.6	145.8	80.6	147.5	7 089.4
Population 4 Employees without paid leave entitlements	687.5	490.7	499.8	186.7	230.2	47.9	22.8	31.2	2 196.8
Population 5 Independent contractors	306.6	274.7	209.6	67.9	124.1	19.9	10.6	13.5	1 026.9
Population 6 Other business operators	351.2	257.8	215.2	82.5	97.2	19.9	5.5	11.1	1 040.3
Population 7 Persons who found their job through a labour hire firm/employment agency	181.5	179.6	109.2	51.9	59.6	9.7	3.5	10.5	605.4

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2011 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Indigenous communities in very remote parts of Australia.

7 This survey was restricted to employed persons aged 15 years and over who were not contributing family workers in their main job.

COVERAGE

8 The estimates in this publication relate to persons covered by the survey in November 2011. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The initial sample for the November 2011 LFS consisted of 36,604 private dwelling households and special dwelling units. Of the 29,675 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), 28,171 or 94.5% were fully responding to the Forms of Employment Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope and coverage exclusions) was 29,763.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES

- 11** Estimates in this publication are subject to sampling and non-sampling errors:
- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information, see the Technical Note.
 - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

- 12** The estimates are based on information collected in the survey month (November) and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), Second Edition, 2008* (cat. no. 1269.0).
- 14** From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009* (cat. no. 1220.0). This classification replaced the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).
- 15** Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This classification replaced the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

NOTES ON ESTIMATES

- 16** People who were away from work during the reference week, were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.
- 17** Employees are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:
- 'Does your employer provide you with paid sick leave?'
 - 'Does your employer provide you with paid holiday leave?'
- In all other cases, employees are categorised as 'Without paid leave entitlements'.
- 18** For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in their job/s. In addition, for those who did not work Monday to Friday, inclusive, these people would be counted in each day (e.g. Monday, Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday) that they usually work. People who reported that the days of the week usually worked varied were categorised only to 'Days varied'. A response of 'Days varied' could not be provided with any other response.
- 19** The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs', and 'Whether worked weekdays and/or weekends in all jobs' does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all their jobs.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME SERIES

20 The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however in the second half of 2010 revisions were applied to population benchmarks, including those used for the 2011 Forms of Employment Survey, to take into account more up to date information about Net Overseas Migration (a component of the ERP). For more details on population benchmarks, see the Explanatory Notes in *Labour Force Australia* (cat. no. 6202.0), and for details about the revisions made, see the article in the September 2010 issue of *Labour Force, Australia* (cat. no. 6202.0).

21 Care should be taken when comparing results from the 2011 Forms of Employment Survey to surveys prior to 2008.

22 In November 2008, the Forms of Employment Survey was redeveloped to better capture information about independent contractors, other business operators and employees. The change has resulted in a break in series for employees and users need to exercise caution when comparing with data about employees prior to the 2008 publication.

23 The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request. The main data item used to classify employed persons is 'Form of employment in main job'.

24 Further, prior to 2004, people working for payment in kind were excluded from the survey. From 2004 onwards, this group has been included. In addition, the 2001 survey excluded persons aged 70 years and over.

25 Additional information is presented about people who found their current job through a labour hire firm/employment agency. These are, 'Whether currently registered with a labour hire firm/employment agency', 'Whether still registered with the same labour hire firm/employment agency', 'Whether paid by a labour hire firm/employment agency', 'Number of work assignments through labour hire firm/employment agency in the last 12 months', 'Whether usually had continuous/ongoing work from a labour hire firm/employment agency', and 'All/Main reasons for using a labour hire firm/employment agency'. This information was previously collected in November 2008.

COMPARABILITY WITH MONTHLY LFS STATISTICS

26 Due to differences in the scope of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

27 The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004 and annually since November 2006. Results of previous surveys on employment arrangements have been published in:

- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0); and
- *Forms of Employment, Australia* (cat. no. 6359.0).

NEXT SURVEY

28 The ABS plans to conduct this survey again in November 2012.

ACKNOWLEDGEMENT

29 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act, 1905*.

EXPLANATORY NOTES *continued*

RELATED PUBLICATIONS

30 ABS publications which may be of interest include:

- *Australian Labour Market Statistics* (cat. no. 6105.0);
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0);
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0);
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0);
- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Labour Mobility, Australia* (cat. no. 6209.0);
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001);
- *Locations of Work* (cat. no. 6275.0); and
- *Working Time Arrangements, Australia* (cat. no. 6342.0).

31 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

APPENDIX 1 FORM OF EMPLOYMENT

FORM OF EMPLOYMENT

The following provides an outline of how people are classified in the 'Form of employment in main job' data item.

Persons are classified as employees (excluding owner managers of incorporated enterprises (OMIEs)), owner managers of incorporated enterprises and owner managers of unincorporated enterprises (OMUEs) based on their responses to questions in the monthly Labour Force survey (LFS).

Employees (excluding OMIEs) from the LFS are persons who:

- work for a public or private employer; and
- receive remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, for tips, piece-rates or payment in kind.

Owner managers of incorporated enterprises from the LFS are persons who:

- work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Owner managers of unincorporated enterprises from the LFS are persons who:

- operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. This category includes those engaged independently in a trade or profession.

These people from the LFS are then asked questions in the FOES to identify key characteristics of employees, independent contractors and other business operators. The responses to these questions are then used to determine how people are classified as employees, independent contractors and other business operators in the 'Form of employment' data item.

These questions are:

"Do you work as an independent contractor in your job?"

"Do you receive a pay slip/advice?"

"Do you/Does your business invoice or bill clients/employers?"

"Excluding wages and salary, are you able to make drawings from your employer/business?"

APPENDIX 1 FORM OF EMPLOYMENT *continued*

FORM OF EMPLOYMENT
continued

The following decision table, shows how people are classified in the 'Form of employment' data item.

Decision table: Form of employment					
	Whether considered to be independent contractor?	Whether received pay slip/advice?	Whether invoices/bills clients/ employers?	Whether able to make drawings from employer/ business	Result
Employees (excluding OMIEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
		No	Yes		Independent Contractor
			No		Independent Contractor
	No	Yes			Employee
		No	Yes		Independent Contractor
			No		Employee
Owner managers (OMIEs and OMUEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
		No	Yes		Independent Contractor
			No		Independent Contractor
	No	Yes	Yes		Other Business Operator
			No	Yes	Other Business Operator
				No	Employee
		No	Yes		Other Business Operator
			No		Other Business Operator



Sufficient information was obtained from respondents after answering the second or third questions to determine their 'Form of employment', therefore people were not asked these questions to reduce respondent burden.

APPENDIX 1 FORM OF EMPLOYMENT *continued*

COMPARISON WITH EMPLOYMENT TYPE

The data item 'Employment type in main job' that classifies persons according to the following broad categories:

- Employees (excluding OMIEs);
- Owner managers of incorporated enterprises; or
- Owner managers of unincorporated enterprises.

is commonly used in other Labour Supplementary Surveys.

The following table shows a comparison of the data items 'Employment type in main job' and 'Form of employment in main job'.

EMPLOYED PERSONS, Form of employment in main job—By employment type in main job—By sex

Form of employment in main job	EMPLOYEES (EXCLUDING OMIEs)			Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total
	With paid leave entitlements	Without paid leave entitlements	Total			
	'000	'000	'000	'000	'000	'000
MALES						
Employees	3 801.6	968.2	4 769.8	11.4	15.9	4 797.1
With paid leave entitlements	3 801.6	—	3 801.6	*6.4	*3.4	3 811.4
Without paid leave entitlements	—	968.2	968.2	*5.0	12.5	985.7
Independent contractors	13.1	61.2	74.3	223.3	447.7	745.3
Business operators	—	—	—	327.9	315.0	642.9
Total	3 814.7	1 029.4	4 844.0	562.6	778.6	6 185.3
FEMALES						
Employees	3 268.5	1 197.7	4 466.1	9.9	13.2	4 489.2
With paid leave entitlements	3 268.5	—	3 268.5	*6.4	*3.2	3 278.0
Without paid leave entitlements	—	1 197.7	1 197.7	*3.5	10.0	1 211.1
Independent contractors	10.0	32.5	42.5	54.4	184.7	281.6
Business operators	—	—	—	158.1	239.3	397.4
Total	3 278.5	1 230.2	4 508.7	222.3	437.2	5 168.2
PERSONS						
Employees	7 070.1	2 165.8	9 235.9	21.3	29.1	9 286.2
With paid leave entitlements	7 070.1	—	7 070.1	12.7	*6.6	7 089.4
Without paid leave entitlements	—	2 165.8	2 165.8	8.5	22.4	2 196.8
Independent contractors	23.1	93.7	116.8	277.7	632.4	1 026.9
Business operators	—	—	—	486.0	554.3	1 040.3
Total	7 093.2	2 259.5	9 352.7	785.0	1 215.8	11 353.4

* estimate has a relative standard error of 25% to 50% and should be used with caution — nil or rounded to zero (including null cells)

The table shows, there were 116,800 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 74,300 males and 42,500 females). Similarly there were 50,400 owner managers (21,300 OMIEs and 29,100 OMUEs) from 'Employment type' who were further defined as employees in 'Form of employment'.

APPENDIX 1 FORM OF EMPLOYMENT *continued*

COMPARISON WITH EMPLOYMENT TYPE *continued*

Of OMIEs (in 'Employment type'), 62% were further defined as other business operators in 'Form of employment' and 35% of OMIEs were further defined as independent contractors. By comparison, over half (52%) of OMUEs (in 'Employment type') were further defined as independent contractors in 'Form of employment', and 46% were further defined as other business operators.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Client Services Section on Canberra (02) 6252 7400, or via email <information.consultancy@abs.gov.au>.

<i>Population 1</i>	Employed persons
<i>Population 2</i>	Employees
<i>Population 3</i>	Employees with paid leave entitlements
<i>Population 4</i>	Employees without paid leave entitlements
<i>Population 5</i>	Independent contractors
<i>Population 6</i>	Other business operators
<i>Population 7</i>	Persons who found their job through a labour hire firm/employment agency

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

1 State or territory of usual residence

All

New South Wales
Victoria
Queensland
South Australia
Western Australia
Tasmania
Northern Territory
Australian Capital Territory

2 Area of usual residence

All

State capital city
Balance of state/territory

3 Region of usual residence

All

Standard labour force dissemination regions

4 Sex

All

Males
Females

5 Marital status

All

Married
Not married

6 Relationship in household

All

Family member
Husband, wife or partner
With dependants
Without dependants
Lone parent
With dependants
Without dependants
Dependent student
Non-dependent child
Other family person
Non-family member
Lone person
Not living alone
Relationship not determined

7A Country of birth and period of arrival

All

Born in Australia
Born overseas
Arrived before 1971
Arrived 1971–1980
Arrived 1981–1990
Arrived 1991–2000
Arrived 2001 to survey date

7B Country of birth (1)

All

Born in Australia
Born overseas
Born in main English-speaking countries
Born in other than main English-speaking countries

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

7C Country of birth (2)

All

Born in Australia
 Born overseas
 Oceania and Antarctica
 North-West Europe
 Southern and Eastern Europe
 North Africa and the Middle East
 South-East Asia
 North-East Asia
 Southern and Central Asia
 Americas
 Sub-Saharan Africa

8 Age group (years)

All

15–19
 20–24
 25–34
 35–44
 45–54
 55–59
 60–64
 65 and over
 Note: Age collected in single years

9 Whether had any child(ren) under 15 years

All

Had child(ren) under 15 years
 1 child
 2 children
 3 children
 4 children
 5 children
 6 children

 Did not have children under 15 years

10 Full-time or part-time status in main job

All

Full-time workers
 Part-time workers

11 Full-time or part-time status of employment

All

Full-time workers
 Part-time workers

12 Occupation of main job

All

Managers
 Professionals
 Technicians and trades workers
 Community and personal service workers
 Clerical and administrative workers
 Sales workers
 Machinery operators and drivers
 Labourers

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

13 Industry of main job

All

Agriculture, forestry and fishing
Mining
Manufacturing
Electricity, gas, water and waste services
Construction
Wholesale trade
Retail trade
Accommodation and food services
Transport, postal and warehousing
Information media and telecommunications
Financial and insurance services
Rental, hiring and real estate services
Professional, scientific and technical services
Administrative and support services
Public administration and safety
Education and training
Health care and social assistance
Arts and recreation services
Other services

14 Hours actually worked in main job

All

Less than 1 hour/no hours
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 or more
Note: Collected in single hours

15 Hours usually worked in main job

All

Less than 1
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 or more
Note: Collected in single hours

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

16 Hours actually worked in all jobs

All

Less than 1 hour/no hours

1–14

15–19

20–24

25–29

30–34

35

36–39

40

41–44

45–48

49 or more

Note: Collected in single hours

17 Hours usually worked in all jobs

All

Less than 1

1–14

15–19

20–24

25–29

30–34

35

36–39

40

41–44

45–48

49 or more

Note: Collected in single hours

18 Form of employment in main job

All

Employees

With paid leave entitlements

Without paid leave entitlements

Independent contractors

Other business operators

19 Employment type in main job^(a)

1

Employees (excluding OMIEs)

With paid leave entitlements

Without paid leave entitlements

Owner managers of incorporated enterprises

Owner managers of unincorporated enterprises

20 Status in employment^(a)

1

Employees (including OMIEs)

Employers

Own account workers

(a) This item uses standard labour force definitions. For more information see the Glossary description of 'Employees' and paragraph 23 of the Explanatory Notes.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
21 Continuous duration with current employer/business	All
Fewer than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1–2 years	
3–5 years	
6–9 years	
10–19 years	
20 years and over	
22 Expected future duration with current employer/business	All
Expected to be with current employer/business in 12 months	
Did not expect to be with current employer/business in 12 months	
23 Reason expected duration with current employer/business less than 12 months	All
Changing jobs/seeking other employment	
Return to study/travel/family reasons	
Retiring	
Seasonal/temporary job/fixed contract	
Employer/business closing down/downsizing	
Other	
24 Educational Attendance	All
Was a full-time student	
Was not a full-time student	
Did not know	
25 Whether considered to be an independent contractor in main job	All
Considered to be an independent contractor	
Did not consider to be an independent contractor	
26 Number of employees	5–6
Fewer than 10	
10–19	
20–99	
100–199	
200 or more	
Note: Collected in single employees.	
27 Whether employment had a set completion date/event	2–4
Had a set completion date	
Had a set completion event	
Did not have a set completion date/event	
28 Length of set employment completion date/event	2–4
Had a set completion date/event	
Fewer than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 year	
2 years	
3 years and over	
Did not have a set completion date/event	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
29 Whether worked on a fixed-term contract	2–4
Worked on a fixed-term contract	
Did not work on a fixed-term contract	
30 Whether expected contract to be renewed	2–4
Whether worked on a fixed-term contract	
Expected contract to be renewed	
Did not expect contract to be renewed	
Did not work on a fixed-term contract	
31 Whether had paid leave entitlements	2–4
With paid leave entitlements	
Without paid leave entitlements	
32 Whether entitled to paid sick leave	2–4
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
33 Whether entitled to paid holiday leave	2–4
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
34 Whether entitled to paid maternity/paternity leave	2–4
Entitled to paid maternity/paternity leave	
Not entitled to paid maternity/paternity leave	
Did not know	
35 Whether entitled to long service leave	2–4
Entitled to long service leave	
Not entitled to long service leave	
Did not know	
36 Whether considered job to be casual	2–4
Considered job to be casual	
Did not consider job to be casual	
37 Whether usually able to work on more than one active contract	5
Usually able to	
Not usually able to	
38 Whether had more than one active contract in reference week	5
Had only one active contract	
Had more than one active contract	
39 Whether contract prevented doing similar work for multiple clients/employers	5
Had only one contract	
Contract prevented doing similar work for multiple clients/employers	
Contract did not prevent doing similar work for multiple clients/employers	
Had more than one contract	
40 Whether able to (sub)contract own work	5
Able to (sub)contract own work	
Was not able to (sub)contract own work	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
41 Main reason unable to (sub)contract own work	5
Was not able to (sub)contract own work	
Part of contract/conditions	
Nature of work	
Other	
Able to (sub)contract own work	
42 Whether had authority over own working procedures	5
Had authority over own work	
Did not have authority over own work	
43 Who had authority over own working procedures	5
Did not have authority over own work	
Employer/supervisor/manager/foreman	
Business/person contracted to	
Customer	
Business partner	
Board of management/Chairman of the board	
Franchising company	
Government or other regulation/standard	
Other	
Had authority over own work	
44 Whether responsible for organising own workers' compensation	5
Was responsible	
Was not responsible	
45 Whether responsible for organising own liability insurance	5
Was responsible	
Was not responsible	
46 Whether responsible for organising own superannuation contributions	5
Was responsible	
Was not responsible	
47 Whether earnings/income varied from one pay period to the next	All
Earnings/income varied	
Earnings/income did not vary	
48 Whether usually worked the same number of hours each week	All
Usually worked the same number of hours	
Did not usually work the same number of hours	
49 Whether usually required to be on call or standby	All
Usually required to be on call or standby	
Not usually required to be on call or standby	
50 Whether had any say in start and finish times	All
Had some say	
Did not have any say	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

51 Days of the week usually worked in all jobs

All

Monday–Friday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Days varied

Note: Multiple response category. People may appear in more than one category.

52 Number of days of the week usually worked in all jobs

All

1 day

2 days

3 days

4 days

5 days

6 days

7 days

53 Whether worked weekdays and/or weekends in all jobs

All

Weekdays only

Weekends only

Both weekdays and weekends

54 Whether currently registered with a labour hire firm/employment agency

All

Currently registered with a labour hire firm/employment agency

Not currently registered with a labour hire firm/employment agency

55 Whether registered with a labour hire firm/employment agency in the last 12 months

All

Currently registered with a labour hire firm/employment agency

Not currently registered with a labour hire firm/employment agency

Registered with a labour hire firm/employment agency in the last 12 months

Did not register with a labour hire firm/employment agency in the last 12 months

56 Whether found job through a labour hire firm/employment agency

All

Found job through a labour hire firm/employment agency

Did not find job through a labour hire firm/employment agency

57 Whether still registered with the same labour hire firm/employment agency that found job

7

Still registered

Not still registered

58 Whether paid by a labour hire firm/employment agency

7

Paid by a labour hire firm/employment agency

Was not paid by a labour hire firm/employment agency

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

- | | |
|--|----------|
| <p>59 Number of work assignments through labour hire firm/employment agency in the last 12 months</p> <p>None</p> <p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>More than 10</p> | <p>7</p> |
| <p>60 Whether usually had continuous/ongoing work from a labour hire firm/employment agency</p> <p>Usually had continuous/ongoing work</p> <p>Did not usually have continuous/ongoing work</p> | <p>7</p> |
| <p>61 All reasons for using a labour hire firm/employment agency</p> <p>Ease of obtaining work</p> <p>Hassle free</p> <p>Like short-term work</p> <p>Unable to find work in their line of business</p> <p>Condition of working in job/industry</p> <p>Lack of experience prevents finding permanent job</p> <p>Gain more experience</p> <p>Flexibility</p> <p>Other</p> | <p>7</p> |
| <p>62 Main reason for using a labour hire firm/employment agency</p> <p>Ease of obtaining work</p> <p>Hassle free</p> <p>Like short-term work</p> <p>Unable to find work in their line of business</p> <p>Condition of working in job/industry</p> <p>Lack of experience prevents finding permanent job</p> <p>Gain more experience</p> <p>Flexibility</p> <p>Other</p> | <p>7</p> |

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Childhood Education and Care, Australia	4402.0	Irregular	June 2008 (Reissue)
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2011
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2010
Forms of Employment, Australia	6359.0	Annual	November 2011
Job Search Experience, Australia	6222.0	Annual	July 2011
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2010
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2011
Underemployed Workers, Australia	6265.0	Annual	September 2011
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2009
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010–2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010–2011
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

(a) This product replaces the publication Labour Force Status and Other Characteristics of Migrants, Australia (cat. no. 6250.0).

(b) Latest data available on request July 2001.

(c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

INTRODUCTION

1 Estimates in this publication are based on information obtained from occupants of a sample of dwellings; they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

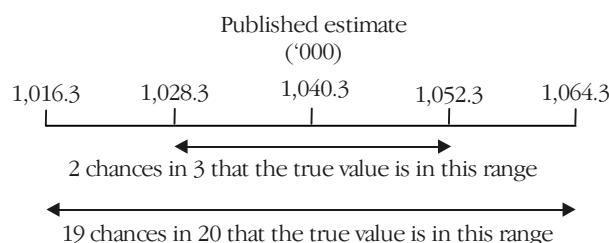
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERRORS

3 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of persons in Australia who were other business operators was 1,040,300. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows the SE for Australia will be between 11,750 and 17,050 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 11,750 + \left(\left(\frac{1,040,300 - 1,000,000}{2,000,000 - 1,000,000} \right) \times (17,050 - 11,750) \right) \\
 &= 12,000 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 There are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,028,300 to 1,052,300, and about 19 chances in 20 that the value will fall within the range 1,016,300 to 1,064,300. This example is illustrated in the diagram below:



CALCULATION OF STANDARD
ERRORS *continued*

5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g. *3.4) to indicate that they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g. **0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND
PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formulae to approximate the RSE of a proportion is given below. This formulae is only valid when x is a subset of y:

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the example above, of the 1,040,300 persons who were other business operators, 397,400 or 38.2% were female. The SE of 397,400, may be calculated by interpolation as 7,500. To convert this to an RSE we express the SE as a percentage of the estimate, or $7,500/397,400 = 1.9\%$. The SE for 1,040,300 was calculated previously as 12,000, which converted to an RSE is $12,000/1,040,300 = 1.2\%$. Applying the above formulae, the RSE of the proportion is:

$$RSE = \sqrt{(1.9)^2 - (1.2)^2} = 1.5\%$$

8 The SE for the proportion of females who were other business operators, is 0.6 percentage points, calculated as $(38.2/100) \times 1.5$. There are about two chances in three that the proportion of female business operators is between 37.6% and 38.8% and 19 chances in 20 that the proportion is within the range 37.0% to 39.4%.

9 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

10 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An appropriate SE of the difference between two estimates (x-y) may be calculated by the following formulae:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

11 While this formulae will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)									AUST.	
	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	SE	RSE
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	190	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1000	760	710	680	450	550	310	260	330	610	61.0
1500	900	830	810	530	640	360	310	360	780	52.0
2000	1 010	930	910	590	710	390	340	390	920	46.0
2500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5000	1 450	1 300	1 250	800	1 000	500	450	500	1 500	30.0
7000	1 650	1 500	1 450	900	1 150	600	550	600	1 700	24.3
10000	1 850	1 700	1 600	1 050	1 300	700	700	700	2 000	20.0
15000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20000	2 400	2 200	1 950	1 350	1 650	1 000	1 250	1 000	2 550	12.8
30000	2 800	2 550	2 250	1 550	1 900	1 250	1 750	1 250	2 900	9.7
40000	3 100	2 800	2 500	1 800	2 100	1 500	2 250	1 500	3 150	7.9
50000	3 350	3 050	2 750	2 000	2 300	1 700	2 650	1 650	3 400	6.8
100000	4 250	4 000	3 750	3 000	3 400	2 400	4 650	2 250	4 300	4.3
150000	5 000	4 850	4 600	3 850	4 450	2 850	6 350	2 500	5 000	3.3
200000	5 750	5 650	5 400	4 550	5 350	3 200	7 950	2 650	5 600	2.8
300000	7 250	7 250	6 850	5 550	6 750	3 700	10 850	2 800	6 650	2.2
500000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1000000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2000000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5000000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10000000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15000000	..	..	..	..	..	..	..	..	42 850	0.3

.. not applicable

T2 POPULATION LEVELS AT WHICH ESTIMATES HAVE RSES OF 25% AND 50%

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
Relative Standard Error (RSE) of 25%	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
Relative Standard Error (RSE) of 50%	2 000	1 800	1 700	800	1 200	500	300	600	1 600

GLOSSARY

Born in Australia	Includes persons born in Australia, Norfolk Island and Australian External Territories.
Considered job to be casual	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
Continuous duration with current employer/business	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
Drawings	Drawings are where the owner of a business withdraws money from the business for their personal use, or where an employee withdraws money from their employer for their personal use.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; ■ away from work as a standard work or shift arrangement; ■ on strike or locked out; ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work. <p>Contributing family workers in their main job were excluded from the Forms of Employment Survey.</p>
Employees	<p>From November 2008, the Forms of Employment Survey definition of employees differs from the definition used in the Labour Force Survey, other household surveys (including earlier FOES), and employer surveys.</p> <p><i>Forms of Employment Survey (from November 2008).</i> Employees are people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.</p> <p><i>Labour Force Survey and other household surveys (including FOES prior to 2008).</i> Employees are persons who:</p> <ul style="list-style-type: none"> ■ worked for a public or private employer; and ■ received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, for tips, piece-rates or payment in kind; or ■ operated their own incorporated enterprise with or without hiring employees. <p><i>Employer surveys.</i> Employees are wage and salary earners who received pay for any part of the reference period.</p>
Employment agency	An employment agency is an organisation which is engaged in personnel search, or selection and placement of people for an employing organisation. The agency or firm may also be engaged in supply of their own employees to other employers, usually on a short-term basis. (See also labour hire firm).
Fixed-term contract	A contract of employment which specifies that the employment will be terminated on a particular date/event.

GLOSSARY *continued*

Form of employment	Classifies employed persons according to the following categories on the basis of their main job (that is, the job in which the most hours were usually worked): <ul style="list-style-type: none"> ■ Employees; <ul style="list-style-type: none"> ■ With paid leave entitlements; ■ Without paid leave entitlements; ■ Independent contractors; or ■ Other business operators.
Full-time workers in main job	Employed persons who usually worked 35 hours or more a week (in their main job) and others who, although usually worked fewer than 35 hours a week, worked 35 hours or more during the reference week.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours usually worked	The number of hours usually worked in a week.
Hours worked	The number of hours actually worked during the reference week.
Independent contractors	Independent contractors are persons who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. persons who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Labour hire firm	A labour hire firm is an organisation which is engaged in personnel search, or selection and placement of people for an employing organisation. The agency or firm may also be engaged in supply of their own employees to other employers, usually on a short-term basis. (See also employment agency).
Labour hire workers	Labour hire workers are persons who found their job through a labour hire firm/employment agency and are paid by the labour hire firm/employment agency.
Long service leave	Provision by an employer or industry body of paid long service leave.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Maternity/paternity leave	The provision by an employer of paid maternity/paternity leave.
Multiple job holders	Employed people who, during the reference week worked in a second job. Multiple jobholders exclude those who changed employer in the reference week. People who were contributing family workers or unpaid voluntary workers in their second job were excluded from the Multiple jobholder population.

GLOSSARY *continued*

Occupation	An occupation is a collection of jobs that are sufficiently similar in their title, tasks, skill level and skill specialisation, which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the ANZSCO— <i>Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
Other business operators	People who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they tend to generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.
Part-time workers in main job	Employed persons who usually worked fewer than 35 hours a week (in their main job) and who did so during the reference week.
Reference week	The week preceding the week in which the interview was conducted.
Sick leave	Provision by an employer of paid sick leave.
With paid leave entitlements	Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information see paragraph 18 of the Explanatory Notes.
Without paid leave entitlements	Employees who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 18 of the Explanatory Notes.
Worked on a fixed-term contract	Employees with a contract of employment which specifies that the employment will be terminated on a particular date/event.

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